Conditions which encourage Creativity, Collective Intelligence and Commitment

(Juanita Brown, 2005)

1) An issue that really matters to us.

2) A sense that our contributions are valued.

3) The presence of an open question, or questions.

4) A setting that says, “you matter”. Attractive, relaxing, physically comfortable.

5) Time... a sense of ease, that we need not rush.

6) A Listening Environment – an opportunity to speak without interruption. “Ground Rules” of some kind that give us a sense of safety and encouragement.

7) A deeper connection - somehow it seems to help if we connect on a feelings level. For example when, as a group, we are so moved by something that at first nobody speaks. This, it seems, can be a precious opportunity for learning and for new intelligence.

8) A group size that’s conducive to conversation.

9) Opportunities to connect different conversations.

Not an Exhaustive list! What else can help?

Adam Howard, February 2016

Brief Bibliography:

