

BEHAVIOURAL COMPETENCIES

for Canada's Substance
Use Workforce v. 2

CREATIVITY
and **INNOVATION**



Canadian Centre
on Substance Use
and Addiction

Evidence. Engagement. Impact.



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on Substance Use
and Addiction

All behavioural indicators across proficiency levels are examples only and can be adapted or tailored to meet individual organizational needs and mandates.

For CCSA's competencies, substance use is inclusive of situations where professionals are working with individuals who use or have used substances, are diagnosed with a medically recognized substance use disorder or are experiencing harms as a result of using substances. For more information, please refer to the criteria for substance use disorders in the *Diagnostic and Statistical Manual of Mental Disorders*, 5th edition (DSM-5).

For more information on sex- and gender-based analysis (SGBA+), please visit www.ccsa.ca/sex-and-gender-based-analysis

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CREATIVITY AND INNOVATION

Use evidence-informed practices in innovative and creative ways to initiate effective new ways of working and advance the understanding of the field of practice. Innovation and creativity are achieved by collaborating with stakeholders to optimize improvements in service delivery and professional practice.

	1 = Foundational	2 = Developing	3 = Proficient	4 = Advanced
EXAMPLES	<ol style="list-style-type: none"> Is open to new ideas and experiences Constructively questions current practices and processes Suggests improvements to current approaches by providing evidence-informed support for suggestions Demonstrates curiosity, digging for information below the surface in an informed manner Actively participates in and contributes to brainstorming activities Understands and respects different cultures and sees them as a source of creative ideas from different perspectives Demonstrates the use of sex- and gender-based analysis (SGBA+) skills to improve practice 	<ol style="list-style-type: none"> Considers situations and problems from different perspectives, keeping an open mind to new possibilities Uses a variety of best-practice- and strengths-based methods and techniques in addressing diverse issues and populations Uses reflective practice to continuously grow as a professional Initiates brainstorming activities to support and encourage innovation 	<ol style="list-style-type: none"> Draws upon a broad empirical and theoretical knowledge base, including evidence-informed practices and experiential evidence from people with lived and living experience; adapts existing approaches and techniques to meet unique needs of specific situations Creates new ideas, solutions or approaches to ongoing challenges and problems Explores best current knowledge in the field and adapts and applies this knowledge to reflective practice as a source of inspiration and insight into new options and solutions Draws links between seemingly unrelated issues and ideas and identifies what is not apparent to others Develops innovative, contextually relevant intervention methodologies that incorporate both the rigour of research and the shared experience of practitioners and people Effectively facilitates sex- and gender-based analysis (SGBA+) processes and brainstorming activities 	<ol style="list-style-type: none"> Supports and encourages others, including staff and volunteers, in generating new and innovative approaches Recognizes innovation grounded in evidence and draws upon a broad empirical and theoretical knowledge and experience base Assesses the likelihood of success of creative ideas and proposed innovative practices Creates new gender- and culturally sensitive models, interventions or approaches that have wide-ranging impacts on a program or practice area Provides expert insight into problems to assist others in researching and creating new approaches Identifies and implements programs, approaches and practices that support creativity, innovation and continuous quality improvement across the organization Challenges organizational policy and practice when evidence indicates change is necessary Champions the use of sex- and gender-based analysis (SGBA+) across organizational projects and initiatives

