

# CRITICAL THINKING

## DEFINITION

## EXAMPLE

### STRATEGIC THINKING

Seeing and understanding the big picture of what the organization is, where it needs to go, and how it will get there. Anticipating opportunities and challenges and utilizing that knowledge to guide the project or organization.

Strategic thinkers demonstrate the ability to plan for the future, the capacity to prepare strategies and come up with ideas that will cope with changing environments, and the ability to consider challenges that may lie ahead.

### PROBLEM SOLVING

Finding solutions to difficult or complex issues. Determining the source of the problem and finding an effective solution.

Problem solvers have the ability to handle difficult or unexpected situations in the workplace as well as complex business challenges. They research and determine the source of the problem, analyze the situation, identify potential solutions, determine most appropriate solution(s), determine best channels to communicate the problem to others and are clear when asking for their support. They show dependability by following through on commitments to solving problems.

### CURIOSITY

Desiring to learn or know about anything: inquisitiveness.

Individuals demonstrate an impulse to seek new information and experiences and explore novel possibilities. They ask questions to understand "Why," and research to find out more information.

### INNOVATION

Creating novel solutions with measurable value; experimenting with new ways to solve work problems and seize opportunities that result in unique and differentiated solutions.

Individuals try unique ways of doing things and test promising ideas; take advantage of opportunities to try out new solutions without close supervision.

Individuals take risks in the interest of finding a better way.

Individuals learn from mistakes to refine ideas.

### CREATIVITY

Turning new and imaginative ideas into reality. It is characterized by the ability to perceive the work in new ways, to find hidden patterns, to make connections between seemingly unrelated phenomena, and to generate solutions.

Creative employees demonstrate open-mindedness; thinking of things no one else has considered before. Individuals look at something in a new way.

Individuals demonstrate the ability to devise new ways to carry out tasks, solve problems, and meet challenges.

### ANALYTICAL/QUANTITATIVE SKILLS

Visualizing, articulating, conceptualizing or solving both complex and uncomplicated problems by making decisions that are sensible given the available information. Demonstrating skills that involve the ability to handle data and use numerical evidence systematically.

Individuals demonstrate the ability to design platforms or experiments to assess and use quantitative evidence from surveys, digital media, archives, and open data.

Employees identify a topic, problem, or issue, then gather information, develop solutions or further their understanding of the topic. They test the solutions or new ideas based on learnings; finally they perform a post-analysis or review what solutions were successful.