## Actions That **ENCOURAGE** Creativity | Speculation

Protect Vulnerable Paraphrase Stay loose until Listen Beginnings rigor counts. Approximately Take On Accept Credit Take Responsibility Faith Connect With Acknowledge For Understanding Temporarily Join Attentiveness Suspend Disbelief Waste No Energy Be Open To... Listen **Evaluating Early** Assume It Wholly Available Be Interested Jump To Favorable Can Be Done Build On It Conclusions Show Approval Share The Speculate Burden Of Proof Give Early Support Along With Set Up Win Wins Share The Risk Make It No Lose Support | Optimistic Deal As Confusion/ A Equal See The Value In Uncertainty Eliminate Status/Rank Focus On What Is Value The Learning

## Actions That **DISCOURAGE** Creativity | Speculation

Give Up All Rights To

Punish Or Discipline

Going For The Idea

Assume Valueable

**Implications** 

In Mistakes

Use Ambiguity

Be Dominant Misunderstand Be Pessimistic Point Out Only Flaws Command Preach | Moralize Disagree Order Argue Be Judgmental Direct Challenge Be Critical **React Negatively** Threaten/Warn Disapprove Discount/Put Down Demand Put The Burden Of Be Cynical/Skeptical Proof On Her Or Him Insist On Early Ask Questions Inattention Precision Assume No Value Cross Examine Act Distant Correct Make No Give No Feedback Do Not Listen Connections Be Noncommital Be Impatient Do Not Join Blame Put On A Use Silence Against Nitpick Stone Face Name Call Interrupt Set Up Win/Lose Be Bored Be Competitive Take Ball Away From Make Fun Of Pull Rank Get Angry Scare