

University of Groningen

## Employee incremental and radical creativity

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## **Propositions belonging to the PhD thesis**

### **Employee incremental and radical creativity**

Differential antecedents, psychological mechanisms, and boundary conditions

By Ye Liu

1. Incremental creativity reflects continuity with existing frameworks of thoughts and practices, whereas radical creativity introduces new and set-breaking frameworks within an organization (Chapter 1).
2. Leaders can substantially influence the occurrence of employee incremental and radical creativity by setting creativity role expectations (Chapter 2), performing empowering leadership behavior (Chapter 3), and supporting the expression of one's conception of individuality (Chapter 4).
3. The cognitive threshold for radical creativity is higher than incremental creativity, requiring employees to be high on creative cognitive style (Chapter 2).
4. The generation process for radical creativity is more far-reaching than incremental creativity, requiring employees to hold strong beliefs in their capability to be creative (Chapter 3).
5. Employees with an interdependent self-construal are more likely to show incremental creativity because they tend to seek help from in-group others; Employees with an independent self-construal are more likely to show radical creativity because they prefer independent creative process engagement (Chapter 4).
6. We need to be willing to risk embarrassment, ask silly questions, surround ourselves with people who don't know what we're talking about. We need to leave behind the safety of our expertise. (Jonah Lehrer)
7. True wisdom comes to each of us when we realize how little we understand about life, ourselves, and the world around us. (Socrates)
8. Many of our deepest motives come, not from an adult logic of how things work in the world, but out of something that is frozen from childhood. (Kazuo Ishiguro)