



Individual's Problem Solving: Adaptation vs. Innovation. An study in UPM

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Mauelshagen et al. (2014) reveal that the intellectual capital required for effective environmental policy making is particular diverse and encourage the development of models than can understand the profile of individuals and teams when dealing with collaboration, knowledge transfer and innovation. Furthermore, stakeholders frequently kill novel ideas when those ideas do not fit with the organization's identity, i.e. organizational actors' enduring sense of who the organization is and what it stands for. The challenges of radical innovation requires architectures that embrace and augment, "hot" cognitive processes and the underlying mechanisms of interactions and innovation is still limited.

The objective of our work is to understand the cognitive style of our students when finding solutions as agents of changes, as could be climate change following Kirton Adaptation-Innovation Theory (KAI).

The KAI is founded on the assumption that all people solve problems and are creative. He showed that everyone can be located on a continuum ranging from an ability to 'do things better' to an ability to 'do things differently'. He proceeded to develop an inventory to help place an individual along the continuum. Some are more comfortable as change agents in certain scenarios depending on what they deem as acceptable change. KAI promotes that everyone is capable of problem solving and helps the manager understand the cognitive gap within the team to know which scenarios will allow the individual to thrive. KAI promotes that everyone is capable of problem solving and helps the manager understand the cognitive gap within the team to know which scenarios will allow the individual to thrive.

In this study, first, we summary the inventory of KAI, and second, we analyze the individual's problem-solving style of our students (more innovator or adaptor) at UPM. The strength of our study is that it facilitated an in-depth and rich investigation of the cognitive styles of our studies that can facilitate collaboration among different stakeholders when finding solutions.

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