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COOPERATIVE STRATEGIES AND VALUES OF INDIVIDUAL AND GROUP CREATIVE ACHIEVEMENTS

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Relations between individuals and their groups in creative activities are depended from individuals strategies, that inter influence one to others. The cooperative strategies are the configurations of individual strategies.

We suggest the classification of the cooperative strategies types as result of the study of creative tasks solutions in groups determined by two vectors of the instruction: to get the creative result and to get this by the joint way. The classification consist of the four cooperative types: (1)"Leadership-suppression" (ore the same label is "limited-opposing") - is the strategy of deviation from cooperation. One participant from the group dominates and others opposite in the way of obtaining the single creative results. (2)"Limited-unity" - One participant dominates only in creating of the common way, but all together feel inability to obtain real creative result. (3)"Unity-differentiation" is characterized by reflective realizing of the functional divisions for each participant and all participants together purposefully perfect their intellectual creative method in the frame of their division. For example, one partner fulfils reflective functions (control and regulation the interaction processes) as preference and other use the results of his activity to promote joint resolving. (4)"Unity-integration" - is the strategy when participants realize and interchange their roles to get the joint creative result and to develop the creative potential of each of participants.

All cooperative strategies make some condition limited the spontaneous individual creativity more ore less. It puts specific way of the preservation ore the loss of the individual values in connection with cooperative instruction: 1) individual ignores the instruction to cooperate; 2) individuals follow the instruction even if the demand is larger then group ability; 3) individuals are determined by both vectors of the instruction: to create and to cooperate; 4) individuals assimilate the instruction as only part of their task and such overturn the instruction. The values of individual achievements are realized in poles from ignoring (1) to determining (3), and the values of group achievements are realized in poles from following (2) to assimilating (4).

This conception are applied for organization culture building and as tool for developing the integration procedure in assessment center.