Kirton Adaption-Innovation Inventory

The Kirton Adaption-Innovation (KAI) Inventory is a 32-question, self-scoring instrument designed to measure an individual's preferred cognitive problem solving style. Feedback from the KAI reflects a continuum ranging from high adaption to high innovation. The spectrum of preferred cognitive problem solving styles will provide a basis to acknowledge and appreciate one's own and colleagues' problem-solving styles.

The use of the KAI during the Team Productivity session will:

- Provide participants with insight into their cognitive problem-solving style
- Provide insight into how others solve problems and interact while making decisions and address the need to build effective partnerships
- Increase understanding that individuals within a team see and approach problems differently
- Enable participants to appreciate the value of differing problem-solving styles, giving fresh insights into working relationships
- Lay the ground work for leaders to improve the dynamics and cohesion of their teams and create and sustain a climate for effective problem-solving

Background on Adaption-Innovation (A-I) Theory

The Adaption Innovation Theory is founded on the assumption that all people solve problems and are creative. The theory sharply distinguishes between level and style of cognitive problem solving and decision making and reflects a person's preferred style. Both potential and evident capacity aside, the theory states that people are different in cognitive styles in which they demonstrate creativity, solve problems and make decisions. These style differences can be presented on normally distributed continuum, ranging from high adaption to high innovation. The key to the distinction is that the more adaptive prefer their problems to be associated with more structure and more of this structure to be consensually agreed to than do the more innovative. The more innovative are comfortable solving problems in highly complex environments with less structure and are less concerned that the structure be consensually agreed to than are the more adaptive. The key to problem-solving is recognizing the nature of the problems and engaging appropriate problem-solving approaches to effective solutions. This requires a degree of critical self-reflection and interdependence found in high performing teams.

The Adaption-Innovation theory is heavily researched - over 200 articles and more than 70 theses.