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# Work & Careers

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## Tip of the week

### **Want to be more innovative at work? Stop being such a pessimist**

For imagination, ideation and innovation to stand any chance of surfacing in these bleak pandemic times, there needs to be an environment of hope, optimism and creativity, which will nurture growth, says Ciara Lancaster, a change fatigue and resilience specialist at Reimagine Change.

Lancaster says although it is a workplace's responsibility to cultivate psychological safety, individuals must be accountable for showing up prepared, positive and ready to contribute.

"School curriculum and toxic workplace cultures have conditioned many people to default to compliance over curiosity," she says. "It is important to remind yourself that human beings are innately creative and remove any limiting beliefs of not being capable or confident enough to share your brilliant ideas."

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