

10 Deadly Brainstorming Ruts That Kill Innovation

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Are you stuck in a “brainstorming” rut?

Most people think they know how to brainstorm. Yet, few realize there is more to brainstorming than the one traditional method that Alex Osborn created in the 1950's (yes, LAST century). A multitude of new methods, tools, and techniques have been developed in recent years. Here are 10 of the most deadly brainstorming ruts that kill innovation.

1. **“KIA”** – It's the military acronym for “Killed In Action”. Yet, KIA is also my term for the surest way to “kill” innovation... **Know It Alls.** These are the folks that act as if there's no room to grow or learn. Arrogance in all forms (a lack of openness to new ideas, current reality, or outside input) is a “killer”. Being a lifelong learner is essential to staying innovative. Don't get KIA by being a *Know It All*.
2. **“Been There, Done That”** – Almost everyone puts brainstorming in a “box”. They don't realize there are over 25 different brainstorming tools and techniques. Some work better with certain groups, projects or topics. Often the best tools are the ones YOU create for your needs. S-T-R-E-T-C-H!
3. **“MIA”** – Most people have participated in brainstorming sessions where a TON of ideas were generated. Then, everybody got up, walked out and... NOTHING HAPPENED! This is what I call “Missing In Action”. It's critical to quickly move to key Evaluation and Implementation techniques that capitalize on team ownership, yet assign individual action steps. Don't forget the Action!

4. **“Failure Freeze”** – Much of the traditional management and educational environment is geared toward the ‘one right answer’ philosophy. People are scared to make a mistake, yet the ability to “engage” risk that includes the possibility of failure is a vital component to innovation. Failure is an essential element of success! If you want more success, increase your failure rate!

5. **“Blabbermouths Rule!”** – Without a trained facilitator, brainstorming sessions tend to be dominated by the loudest or most outgoing participants. Quieter team members can get run over, thus stifling some really great ideas. Due to social inhibitions, it's usually not the best idea to let the boss facilitate. This is why new methods of brainstorming can be more effective.

6. **“We Got Lost!”** – A clear direction, purpose, or goal for the session is ESSENTIAL! Tangents are the norm and it takes critical pre-session planning and a skilled facilitator to guide the discussion back to the goal without squelching genuinely useful ideas. Knowing what's a rabbit trail and when to chase it is an important skill.

7. **“Rear-View Living”** – Spending too much time focusing on the past in “Woulda, Coulda, Shoulda- Thinking” is dangerous. Hindsight can offer great insight into problems, failure, crisis, and disasters. Yet, “rear view living”, especially if it turns into a blame game, is unproductive. Focus on the Future!

8. **“Meeting Nausea”** – ‘We're SICK of meetings’ is often the unspoken attitude... and justifiably so. A GREAT

brainstorming session is totally different than a normal ‘meeting’. Make it an “experience” with amazing results by thorough preparation including: a clear purpose, strategic pre-planning, a spirit of experimentation, a ‘grace-filled’ environment, and yes, even a good bit of fun and laughter.

9. **“Bad Experience”** – If you've ever had food poisoning, you usually avoid the culprit food for quite some time. Yet, you don't give up on food altogether! If you've experienced a toxic brainstorming session in the past (perhaps led by an untrained facilitator or inhibiting boss), take some mental Pepto, get over it and try a new approach.

10. **“The Fear Factor”** – “I'm scared... What if we can't solve the problem? What if someone else comes up with a better idea than mine? What if someone suggests an idea that means I might have to change?” Fear is still a driving force in stifling innovation, whether it means personal or organizational growth. Acknowledge your fear and then face it with renewed confidence.

Brainstorming, in multiple forms, is one of the quickest ways to help you create an *Invention of Innovation™* in your organization. Differently Think!



John Storm is known as The Idea Expert™. His mission is to bring Your ideas to LIFE!™ His expertise focuses on

helping people discover, evaluate and implement their ideas. You can find other innovation resources at www.brainstormnetwork.org