

The Role of Creativity in Enhancing Career Outcomes for Educational Employees: A SWOT Analysis

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Abstract: This paper will talk about whether employees work in educational company or school can have higher salary or achieve better status if they have characteristics of creativity. This paper will tell what characteristics are contribute to the forming of creativity. Including, tenacity, abstraction, intuition. This paper will explain those key concepts and explain why the graph showing that some concepts, some characteristics are important to form creativity. This paper will also talk about what will help employees to foster creativity. Moreover, this paper will analyze which field the employees work at need creativity more, this paper will use table and SWOT analysis to analyze. Fields like latest technology will be included in discussion. This paper will analyze whether people in technology field will need creativity or not. Especially in superconductivity with a focus on the issues of strength, weakness, opportunity, threats to analyze. This include nearly all the aspects we need to analyze a characteristic.

Keywords: SWOT analysis, salary, educational company, creativity.

1. Introduction

This paper aims to find whether the creativity will help the people in educational field gain more salary. So, what is creativity is crucial for this paper, creativity means the ability to create new ideas and the ability to think of more solutions to solve the problem. Based on the research, creativity is mainly decided by the opportunity in the situation that people can be creatively solve the problem, and it's also decided by the knowledge people have, because if you don't know that some types of solutions, you do not have the knowledge, you can never think of the new solution. So, in the educational field, people often think of that teachers only do what they instructed to do but not something new, people perceive this as normal and regular. But the creativity was just opposite to it. Furthermore, even in some choices like how to regulate the class and students. It's hard to gain significant salary improvement by only having creativity. Not many people will pay attention to this, educational field have somewhat stereotype, which make people don't care about the creativity. Last, in some situations, since there are some old ways which already have some positive impact on students and those methods are effective, creativity sometimes will perform much worse than old methods [1].

2. SWOT Analysis

This paper will use SWOT analysis to analyze the creativity in educational field. First part is the strength part.

2.1. Strength

To analyze what will creativity help the employees in educational field, we need to know what creativity can do in educational field. It's obvious that only if employees have done some great job and have huge improvement, their salary will increased a lot. Since there will be some problems happened in educational field like students don't fully participate in study. But school don't have many methods to solve this problem effectively, if the teachers have the creative ability, they can create new methods to solve the problem, then they will probably solve the problem in a different way. Like what we sometimes will see in news, some teachers have brand new teaching methods which create significant benefit to students and schools. So, for educational field employees, if they want to make benefits by creativity, they need to be very clever and correctly identify when the time is to use creativity to create benefits [2].

2.2. Weakness

This section will talk about the weakness of employees having creativity or frequently use creativity. Think of weakness, employees in educational field might be restricted. Since the educational field already lasted for thousands of years, they already have some sorts of regulation, it's hard to make much different. If the teachers or managers always looking for creative solutions to some problems in educational field, it's risks and it's hard to use. Furthermore, sometimes in educational field, there are no opportunities to use creativity, this characteristic might be overlooked in most of the situation. So, if employees had instructed to be creative in workplace, and they get into the educational field, they will realize it's impossible to use it. And in most of the times. The managers or the boss won't allow the employees to be risky, to use the creative methods [3].

2.3. Opportunities

This part will delve into the potential of creativity within the educational part. While traditional methods often predominate the area, there exists an important chance for employees to distinguish themselves through innovative problem-solving. Most employees tend to rely on old methods, leading to a lack of creativity. This presents a special advantage for individuals who possess the ability to think outside the box. In the educational context, where institutions frequently prioritize established norms, creative solutions can be particularly impactful. An employee who can offer creative and new approaches to teaching, class plan, or administrative tasks can significantly enhance the overall effectiveness of the institution. Such creativity often involve in taking risks and challenging the status quo. By showing bravery and intellectual ingenuity, employees can put themselves at valuable assets to their companies. This recognition can lead to improved career chance, including promotions and salary raising. Creative solutions can foster a more dynamic and engaging work environment. When employees are encouraged to think critically and explore new possibilities, they are more likely to feel motivated and satisfied in their roles. This can contribute to a positive work culture and improve overall institutional performance [4].

2.4. Threats

This section will investigate the threats that creativity can have to employees in the educational field. While educational employees seek creative solutions to address complex problems, the introduction

of new methods can carry risks. The desire for creative solutions originate from the weakness of old and traditional methods. Creative methods, by their origin, are often untested and may involve significant risks. The fear of failure can be a significant destroyed for employees considering innovative strategies. A failed experiment can hinder career progression, making it difficult to secure promotions or salary increases in the short term. Assessing the effectiveness of creative methods can be risky. Traditional metrics may not be useful to creative methods, making it difficult to decide whether they are yielding good results. If a creative solution fails to produce tangible benefits it may endanger or harm an employee's status within the companies. The fear of failure can lead to a reluctant consideration to embrace creativity, particularly in risk-averse environments. Employees may feel pressure to conform to established norms and avoid taking chances [5].

3. Discussion

Since creativity might be helpful in workplace to help employees in educational field. It's important that people know how to build up creativity skill and know how to use it. We know that to achieve certain characteristics, it often composes of several basic features like your ability to communicate, your analytical skill, mathematical skill. This paper will also be based on some research to analyze what will be crucial for employees to form the characteristics of creativity. So, above is a graph I got from internet, I will analyze it based on this graph firstly. As it saying there are 8 skills listed. Abstraction, the ability to think of things or situations that are abstract, for example, question like, what is true and what is wrong. Those concepts and questions that require great imagination ability and the ability to build connection between different fields. Second, intuition, this is kind of an abstract noun because intuition is unpredictable, and it's often hard to judge whether intuition is correct or not, it's largely based on random and different situations. Third, tenacity, this refers to the ability to keep trying one thing over long time, never give up. Fourth, curiosity means people are always curious about new things [6]. In this background, could refers to new solutions, or creative solutions. Next, analytical skills, this refers to the ability to analyze the situation. In this background, analytical skills need to correctly analyze what is challenge and the correct possible way to solve the problem. Next one, the expression skills, expression skill is similar to the communication skill, the ability to correctly and effectively express the idea [7]. And the last two are arts skill and mathematical skill, which are simple to understand. So, this paper now will analyze based on the graph, which characteristics are essential to foster the characteristics of creativity and why. So, the first one is abstraction, as explanation above, abstraction is important because. Solutions, creative methods are hard to imagine and have no chance to practice. The ability to think of abstract things would be important. For example, in a school, educational field. There is a problem, which students hope to have more relax, they felt stressful. But school already gave them lots of time to relax and lots of holiday. Manager and head of the school don't know how to solve this problem, but students don't satisfy with the situation. In terms of abstraction, employee think of what other things could help students to be less stressful. What students feel when doing work, what will make students felt tired. Those are abstract concept.

To understand the concept is even difficult, to think of creative solutions requires better abstraction skills. Employees in the education industry, including teachers, administrators, and support staff, can use their creativity to do more for their companies by developing abstract abilities. The quality of abstraction implies an ability to simplify complex information, which can help education workers develop creative abilities. With the help of abstract ability, creative employees can avoid being misled by wrong information, get rid of thinking barriers, and finally explore creative new ideas [8]. At the same time, because the abstract ability mentioned above also means that they can combine old knowledge with new knowledge. Generate links to ultimately solve problems, and abstraction can help employees connect more knowledge together. The ability to abstract can also encourage risk-

taking, because employees with abstractions can reduce their fear of failure because of their understanding of time and experimentation, promote more open approaches to problem solving, and encourage courage. Finally, because employees with abstractions already have a shared understanding of new methods to explore, this can help reconcile issues created by the differences created by multiple different ideas. All in all, with the help of the quality of abstraction, educational employees can successfully cultivate creativity and use it to benefit students and society. Next one is analytical skill. Analytical skill is also essential when employees developing the creativity in the educational field. This skill help educators to decomposition complicated problems, identify faded trends, and assess the effectiveness of different methods and solutions. By breaking down challenges into easier, more manageable pieces, employees can get a variety of ideas and generate better and more creative solutions [9].

Additionally, analytical skills help educators gather and better analyze data, such as the performance of students and the assessments or feedback, that can tell teacher their teaching methods and methods and classes development. This data-driven methods allows the decisions to be more informed and can be made and the development of better and more effective and focused learning experiences. Furthermore, analytical skill develops critical thinking in students, encouraging them to question assumptions, evaluate evidence, and develop their own ideas [10]. Curiosity is the insatiable desire to know and learn new knowledge, is an essential trait for educational field employees. It serves as the activator or inspiration for fostering creativity, fostering the ability to love learning, adaptability to change, critical thinking, strong relationships, and innovation [11]. When educators are correctly using the curiosity about their subjects and the world around them, they inspire students to ask questions, explore new ideas, and develop a lifelong passion for learning. Curiosity enable educators to adapt to the ever-evolving educational landscape, embracing new technologies, teaching methods, and curriculum standards. By fostering a mindset of inquiry and exploration, curious educators encourage students to think critically, challenge assumptions, and seek innovative solutions. This not only promotes creativity but also equips students with the skills they need to succeed in an increasingly complex world [12].

Furthermore, curiosity plays a crucial role in building strong relationships between educators and students. When teachers show genuine interest in their students' lives and experiences, they create a supportive and inclusive learning environment that fosters creativity and collaboration [13]. This sense of belonging and connection can inspire students to take risks, explore new ideas, and reach their full potential. Curious educators are more likely to experiment with new teaching methods and approaches, looking for new ways to engage their students and enhance learning outcomes. This willing to try new things can lead to destroy in education and inspire creativity in both educators and students. So, as curiosity cultivated, educational field employees can create a better and a lot more engaging, inspiring, and innovative learning environment [14].

The last one would be intuition, often described as a strange feeling or a different sense, can play an important role in forming creativity within the educational field. It's an irrational process that can lead to creative ideas and methods. Here's how intuition can help: Intuition can challenge old educational solutions and encourage educators to find out more creative methods. By trusting their instincts, educators can break free from strict structures and develop more creative methods. Intuition allows educators to realize way it works and relationships that might not be right apparent to conscious idea [15]. These associations can lead to creative teaching methods and class layout. Intuition can help educators develop a better and deeper understanding of their students' needs and ideas. This empathy can lead to more focused and effective instruction, fostering creativity in students. Intuition can provide the courage to take risks and experiment with new teaching methods. Even if experiments fail, the classes learned can also eventually lead to future creative improvements. Developing trust in one's intuition can boost confidence and encourage a more creative thought. By

trusting their instincts, educators can overcome self-doubt and pursue their innovative ideas. While intuition is a useful tool, it's important to note that it should be used in conjunction with critical thinking and evidence-based methods [16].

Employees in educational field needs creativity. This paper will also evaluate whether employees in other fields need creativity. It's similar that we shall first clarify what characteristics employees in other fields are needed so that we can solve whether creativity is helpful. Here we can list some typical fields. First, completely opposite to educational fields, art. In art, it's easy to understand that creativity often will be favored. Art is about personal expression, artistic have their unique way to express themselves and their ideas, they use painting to teach others, which make us think for a while. If artistic have brand new ways to express themselves, to showcase, people will get shocked and love it. So, this is the normal way we think of art, but for the first generation of innovator, it's generally unacceptable. Since there will always be some old school artistic. And people sometimes hard to adapt to new things. Think of history, what we accept nowadays is not brand new, what we think of as innovation released dozens of years ago and have passed through the challenges and came to people's eyes. In the art field is similar. Think of old and famous artwork, old and prestigious artistic always stick to old fashion, old art, but don't accept the creative artwork initially. Later, more and more people adapt to new creative artwork, so those artworks have been widely accepted

4. Conclusion

In conclusion, creativity, even in art fields, is not always good. It really depends on what people desire and what is suitable. What people produce on if those work fit what people need, then they can succeed. But it still worth it because creative innovation will always give people new ideas, imaginations force people to progress. Other fields, what we often heard innovation, like technology fields, we continuously heard new technology released. This field is lack of innovation, important technological fields like superconductivity, and discovery of recovery of COVID-19. Those important fields are stuck and needed to be developed further. It's important that more and more employees in those fields are working with creativity thoroughly. Other than work, to build up the creativity skill in normal life is much easier, since life is not as risky as work. We have a lot more chance to take the risk and practice more. In real life, even when we are dealing with simple problem, think of another way and get rid of the old way, it's gonna make a big difference. The evaluation of creativity skill in educational field and in other fields really tells that creativity it's only helpful when we correctly use creativity to generate new and effective ideas. But to foster the creativity skill is everywhere in life.

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