Introduction

Technological and **social changes** in all areas of human activities force the majority of adults for continuous learning. Lifelong learning is important today and will be even more important in the future.

In our jobs, we are constantly adapting as more and more paper is being replaced by technology. During the pandemic we lived through, **Covid-19**, we were forced to overcome various confinements, however, in most cases, work did not stop but was adapted to telework. This is where many of us recognised our weaknesses in using digital tools.
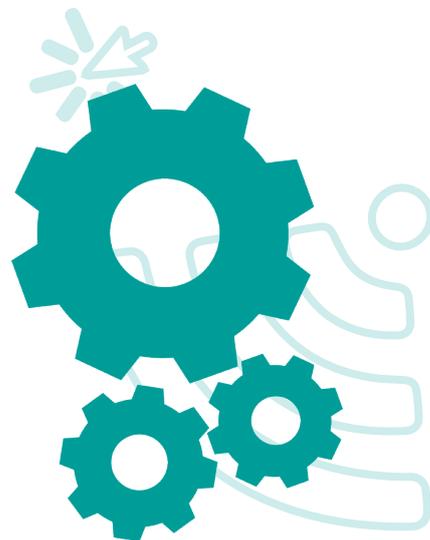
It is then a good time to update ourselves and make technology our ally!
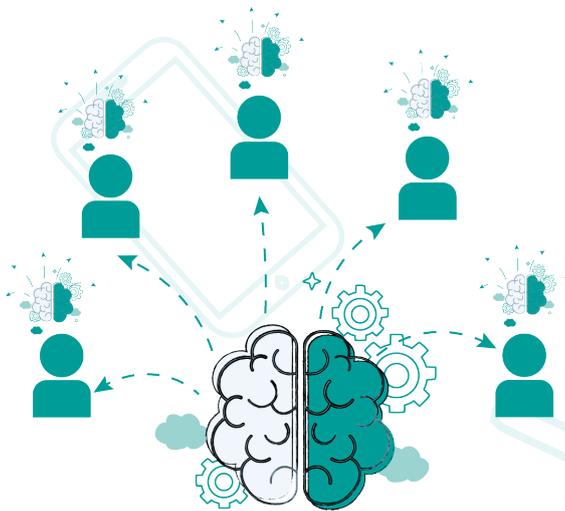
What is creativity?

The **concept of creativity**, by way of summary, and as Eulalio Ferrer points out, is to have the **power to create**. And to create is the ability to make something exist where it did not exist before.

Creativity is a key capacity in human beings that allows us to develop or improve ideas, products, services or solve problems.
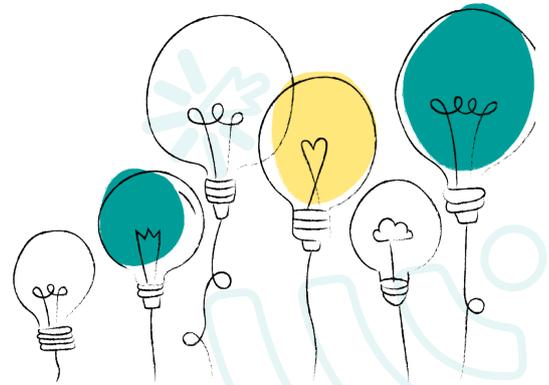
According to Ferrer himself, the creative act complies with the principle of **double genesis**: what is created is first born in our head and then, through some mediating process, emerges in reality.

We tend to relate this concept almost exclusively to any artistic situation, but creativity is not exclusive to art. It should be clarified that creativity manifests itself in the daily life of every human being and can appear at the moment of deciding how to arrange a shelf or solve a problem at the workplace. That is also creativity.

It is convenient to distinguish from creativity, three concepts that tend to be confused: **imagination, ingenuity and inventiveness.**

CREATIVITY

ingenuity

inventiveness

imagination

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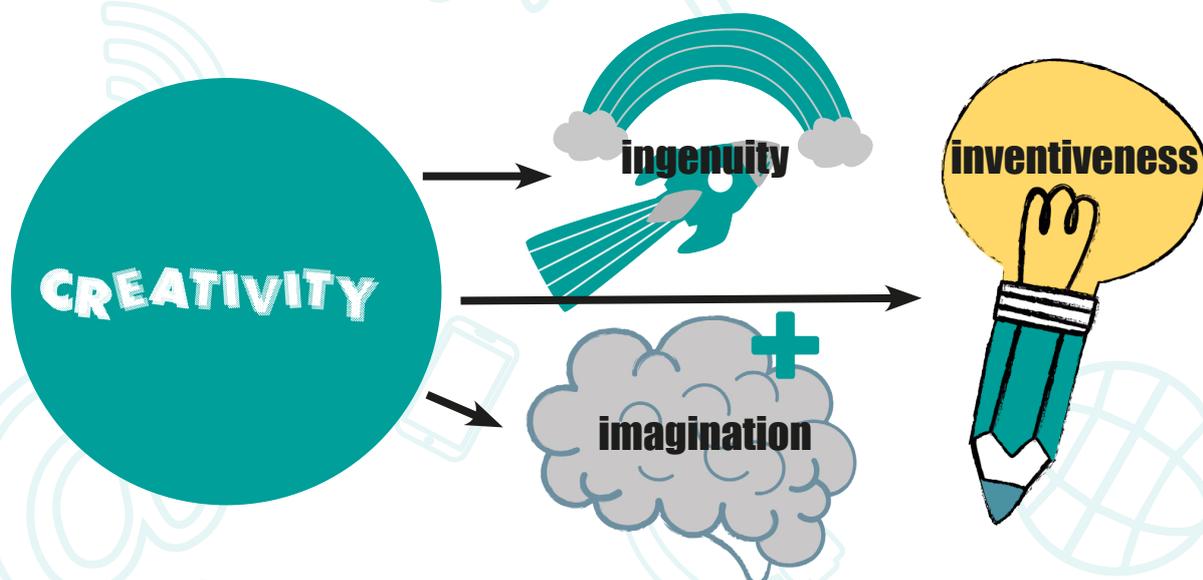
◊ **imagination:** The first consists of representing in the mind something that does not exist or is not present.
◊ **inventiveness:** The second is related to the ability to invent.
◊ **ingenuity:** The third is to find a way to make real or real things that do not exist or are not.

Thinking, expressing and doing are the elements that respectively nourish each of these words (Ferrer). All of them are dimensions of creativity.

Vigotski (1999), one of the first psychologists to theorize about creativity, argues that creativity arises thanks to the constant transformation of the environment in which humans inhabit. "If the life that surrounds him does not pose tasks to the human being, if the reactions he is accustomed to and inherited completely balance him with the surrounding world, then there is no basis for creation to emerge. A being completely adapted to the surrounding world could not desire anything, could not aspire to anything and, naturally, could not create anything. That is why the basis of creation is always formed by the maladaptation from which needs, aspirations and desires arise" (Vigotski, 1999).

Although **creativity is innate in humans,** it is a capacity that is **developed** and there are different **methodologies** to achieve it. In our field, **theatrical improvisation** is a technique that helps to train creativity. The actors and actresses of theatrical improvisation, work from the beginning concepts related to it: listening, acceptance, spontaneity, facing the unexpected, among others. The technique of improvisation provides the person who practices it with various tools, which can later be externalized in their daily lives.

As any technique, it is necessary to train it constantly and, in doing so, the results show a higher imaginative level, due to its intimate relationship with the creative process that we will see below.

Types of creativity

1.   Mimetic creativity

Taking an existing idea and copying it and adapting it to the needs of the moment, to what is being sought or needs to be solved.

2.   Bisociative creativity

Part of many ideas or thoughts that may or may not make sense. The key is the ability to order, identify and classify all these ideas to obtain a totally new and innovative concept.

3.   Analogical creativity

Identify similarities between things that are totally different. It allows us to compare and relate disparate ideas to find a new solution, especially when faced with unfamiliar problems.

4.   Narrative creativity

Ability to tell and create stories with ease and confidence. Includes having the imagination to create a world with different stories and characters that others can understand and grasp the message of each plot.

5.   Intuitive creativity

In this type of creativity, the imagination becomes more productive, ideas are born in an easy way and without being influenced by existing ideas or external situations. In some cases the practice of yoga or meditation makes this process easier, people manage to disconnect the mind and new ideas begin to emerge.

In theatrical improvisation, although the main creativity worked is the narrative, it is not the only one, since through the exercises proposed in the trainings, in one way or another the rest of the creativities are worked

Importance of creativity in personal development.

Creativity in personal development combines the individual's own experience with the information received from the outside, giving rise to a unique individual, with an independent way of being.

An individual who trains his creativity has the necessary tools to create, innovate and provide solutions not only to complex issues, but also to his own personal and daily issues.

Creativity, from the point of view of personal development, gives rise to people capable of thinking for themselves, who can create, rather than produce or reproduce. People who take advantage of what is special about them, who know how to make the most of their experiences, their values and their ideas (lamenteesmaravillosa.com).

Theatrical improvisation training, where the development of creativity is fundamental along with other concepts, is allowing them to discover unknown characteristics of themselves and train skills to apply both personally and professionally.

What is creative thinking?

The way of processing information to find original solutions to new challenges in life.

As we have already pointed out earlier in this document, all people have the ability to be creative, although in some individuals, this concept is more developed. But as we have already mentioned, creativity can be trained.

In general, human beings tend to use conventional lines of reasoning. We are already familiar ways of acting, based on past experiences or information received from third parties. But there is, and this is what creativity works on, an infinite range of new alternatives that we rarely explore,

because of the comfort of walking the known path.

But the reality is that the solutions we know well do not always adequately solve the problem or the new situation we are faced with. That is why it is necessary to train creative thinking to find new solutions to the given problems. As the saying goes (popularly attributed to Albert Einstein): **"If you are looking for different results, don't always do the same thing"**.

In the next video we can see in a practical way how our thinking and learning works.

That said, we must work on our mind and develop the creative spirit, so that our brain is open to new learning. In this way we learn how to learn.

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1.2 Learning to learn

Learning to learn is more of an **attitude.** The learner must be willing to learn and to do so he/she must go after his/her knowledge in the way that suits him/her best. This means that there is no single way to attain knowledge, but several procedures that can be used to learn.

The need to learn how to learn often arises simultaneously with situations that lead us to a certain problem, which put our skills to the test. From them emerges **the ability to develop learning, knowledge, critical thinking and many other skills essential** for any future situation, whether professional or educational.

For example, this happened throughout the pandemic (Covid19) when the world was forced to **resort to teleworking.** Only then did many people realise how difficult it was for them to use the new technologies, because in their daily lives it was not normal for them to need to use them. It was only when they left their **comfort zone**, their routine, that they detected their **gaps** in relation to this theme. There was then a great **need for adaptation and new learning.**

Contemporary challenges raise great demands for adult learners: learning to learn or developing learning to learn abilities in order to learn faster and more efficient, using newest learning methods, acquiring new skills shaping attitudes, effectively applying innovations in practice and taking responsibility for the results of learning.

In conclusion, lifelong learning is fundamental:

- **Learning something for life;**
- **Reflecting about things;**
- **To talk about different things;**
- **It helps to assimilate new things and to receive information.**

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Learning is development, if the one don't learn, this development process stops!

Learning to learn is a process of development and to stop the learning that stops development. Learning to learn means finding the will and motivation to learn. It means the ability to plan the actions; to find motivation to learn; the ability to remind what have been learnt and use this; to be self-directed learner.

The results and positive feedback stimulates learner to learn but also learning from mistakes. Important is the ability to make connection between new and existing knowledge - right timing.

What is a learning plan?

It is a script where contents are correlated with the goals to be achieved, describing methods and techniques to achieve the objectives.

How to draw up a learning plan?

Puede parecer fácil definir las ideas para la composición de un plan de aprendizaje, sin embargo, It may seem easy to define the ideas for the composition of a learning plan, however, when it is time to organise the plan doubts begin to arise.

There are several methodologies for creating a learning plan, so you should choose the one that best suits your reality.

What do I want to learn?	How do I want to learn it?	Who can help me to achieve it?	When do I plan to do it?	Which key competences are more connected with?

It helps for the adult to use a digital tool to develop their plan, since in this way they are training their knowledge in a digital tool at the same time that they plan the next learning.

Creating a learning plan helps us detect our difficulties, define priorities and strategies to overcome them. In this way we can achieve better results.

1.3. Digital Skills

Nowadays, there are few **jobs** where we don't need to deal with the **digital world**, so there is a great need to fight the resistance that many people still have. The **success** of any business is linked to the **ability of employees** to know how to deal with technologies and use them in their favour. This is where digital skills come in.

To be successful in the professional environment, it is essential to have digital skills. This is because they are what will facilitate a **continuous evolution**, as well as adaptation in different realities, such as the need for telework, for example.

The technological revolution is creating new professions, and workers need digital skills if they are not to be left behind. The European Centre for the Development of Vocational Training (Cedefop) predicts that in the near future, 90% of vacancies in Europe will require some kind of digital knowledge.

Digital competence is not just about learning how to use a particular programme. It means having a set of skills and attitudes that allow an ease in dealing with various devices, systems and digital platforms. This is so that each person has more autonomy and versatility, whether at work or even in their personal life.

The labour market demands digital skills and workers who master, in addition to other languages or their academic speciality, the essential tools to develop fluently in technological era. We are talking about knowledge about electronic devices, networks, cyber security, communication systems or data analysis, among others.

Digital skills are thus divided into several areas which you can check here:

https://padlet.com/filipal24/Bookmarks

Digital Skills

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Technological devices;
Information literacy;
Communication and citizenship;
Content creation;
Security and privacy;
Development of solutions.

Technological devices:

- To be able to differentiate technological devices and their different components.

Information literacy:

- Knowing how to search for, manage and analyse digital information. This requires an understanding of search logic and an ability to distinguish what information is truly relevant. This will enable saving a company's resources.

Communication and citizenship:

- Understanding the different channels of communication so that there is an effective interaction with the client. This interaction takes place from the moment the request for information is made to the post-sales support. On the other hand, so that the collaboration with the other members of the team is also the most efficient.

Content creation:

- Using the various platforms and tools to create, modify, manage and share content in different formats (text, image, audio, video, etc.) in a digital environment. It is also important to recognise intellectual property rights and licences to use content produced by others.

Security and privacy:

- Understanding what threats companies face in the digital environment and knowing how to prevent possible failures, controlling access to private and sensitive information.

Development of solutions:

- More important than analysing information is knowing how to interpret it critically. This will allow you to identify needs and possible problems in the digital environment and develop strategies to solve them.

The tool we have just used to look at the main areas of digital skills is Padlet.

The most sought-after digital skills in the working world are:

- ☼ Cybersecurity;
- ☼ Customer service;
- ☼ Web positioning;
- ☼ Marketing;
- ☼ Specific software;
- ☼ Social Networking;

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☼ Digital image and video editing;
☼ Cloud technology and e-commerce.

Have you heard of Cloud technology and e-commerce?

Cloud technology and e-commerce are not very old digital tools. Both emerged in the early 2000s, gaining notoriety with the evolution of the internet and today, even without us realising it, they are in our daily lives when we surf the web.

Cloud Computing is the technology that uses large remote structures to store data, run projects, and maintain corporate systems at various scales through internet connectivity. It can be anything from software that you access through an address, such as gmail.com, for example.

In the next submodule we can see how to learn to learn on various topics, including digital skills.

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