



Commerce **Connects**

Training Wheels: 2/26/24

Here are this week's training resources! This week we focus on continuous learning, defining your creative type, and reducing workplace conflicts.

- **Continuous Learning:** Many of us want to be lifetimes learners, and some even seek mastery in a while new area. Is that possible? It sure is, according to [this article](#) from the Kellogg School of Management at Northwestern University. Here you'll read about how to leverage experienced people and the "special sauce" you can use to learn new skills.
- **Finding Your Creative Type:** Some people like to say they are not creative, but this is untrue. We all have creative tendencies that can be applied in the workplace. [This article](#) posits that there are two creative types: inventor and editor. Both are equally valuable when collaborating with others on your team and can actually help you be more engage more readily. Read on!
- **De-escalating Conflict:** Workplace conflict, unfortunately, is a given, but it doesn't have to explode into confrontation or hurt feelings. [This short article](#) provides simple techniques to keep small conflicts from getting bigger and bigger conflicts from destroying team morale. Hint: the techniques all involve emotional intelligence and restraint.

Questions? Recommendations for future "Training Wheels"? Contact Robert Cooperman at robert.cooperman@com.ohio.gov