



EXTENSION

Working Together to Solve Problems:

Adaption-Innovation Theory in Veterinary Practice PART II

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Overview

☒ **Part 1a: Understanding
Adaption-
Innovation
Theory**

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☒ **Part 1b: How differing
problem-
solving styles
prefer to work**

.....



**Part 2: Better problem-
solving in
veterinary
medicine**

.....



We are all creative.

We all solve problems,

All the time, every day.

Problem solving is the key to life.

Understanding Adaption-Innovation Theory

When it comes to creativity, we differ in our:

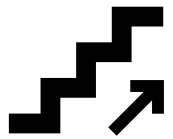
- **Level:** How creative are we?
How much skill, knowledge, or experience?

- **Style:** How are we creative?
In what way, with how much structure?

The KAI measures your preferred style for problem-solving!

Differing Problem-solving Styles

Key KAI Definitions:



- More Adaptive Style:

A person who solves problems by making things *better*.

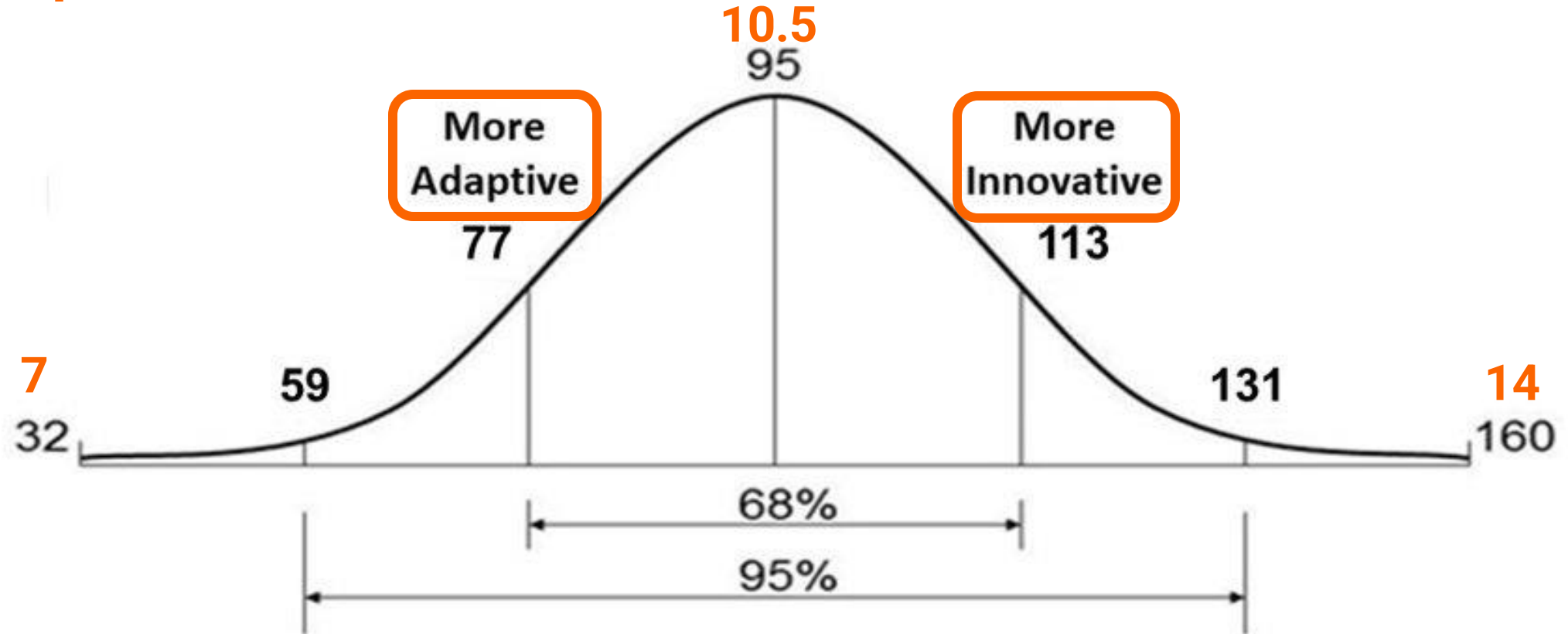


- More Innovative Style:

A person who solves problems by making things *different*.

Differing Problem-solving Styles

Adaption – Innovation Continuum:



Using A-I Theory for Better Problem-solving & Collaboration in Veterinary Practice

- Coping behavior
- Cognitive gaps
- Problem A and Problem B
- Problem-solving diversity

Using A-I Theory to Lead Collaboration

Style and Behavior:

Problem-solving style (which is **stable**)

is **not** the same as

behavior (which is **flexible**)

Using A-I Theory to Lead Collaboration

Style and Behavior:

I *prefer* to behave *in* my preferred style

I can and do behave *out* of my preferred style, and this is called **coping behavior**

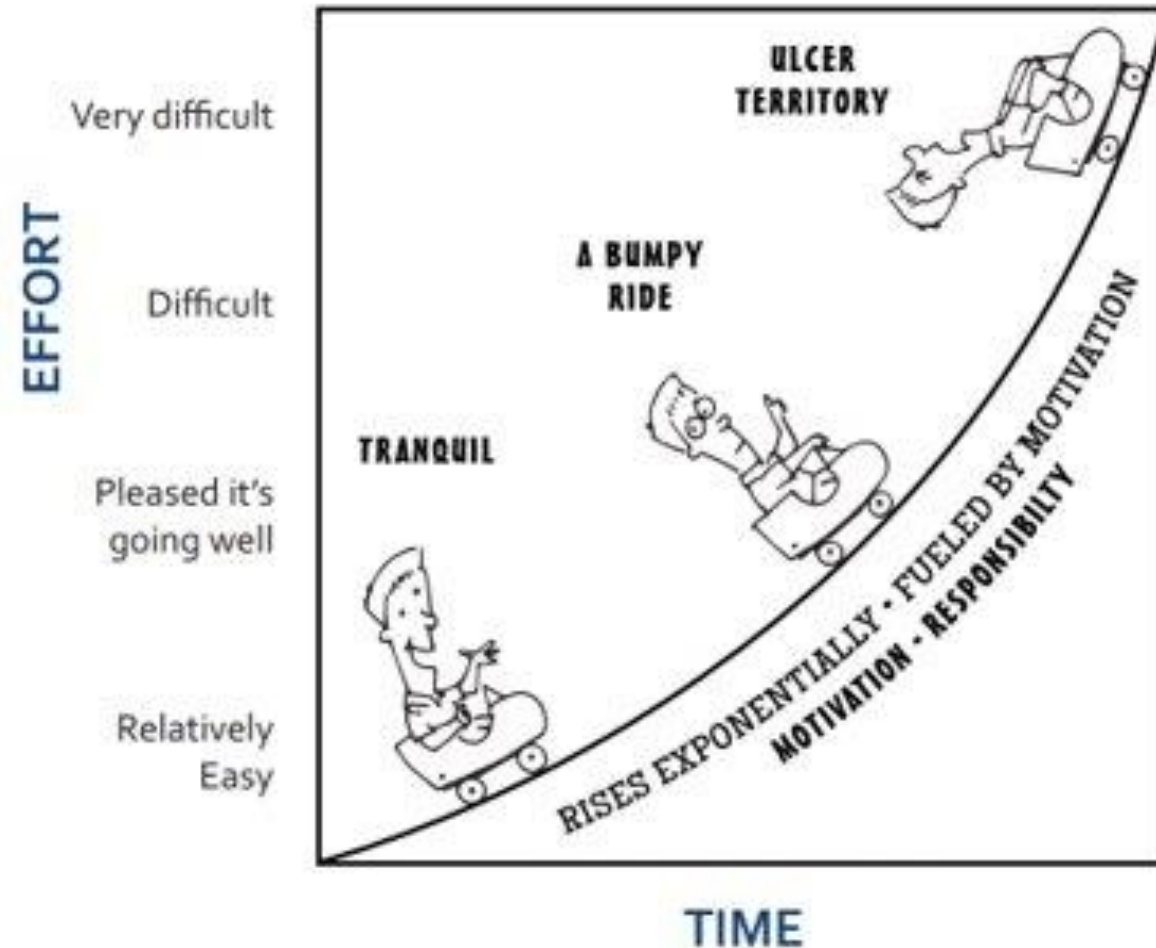
But . . .

. . . coping requires extra energy and extensive coping behavior may cause stress

Using A-I Theory to Lead Collaboration

Coping Behavior:

Coping behavior takes a lot of energy



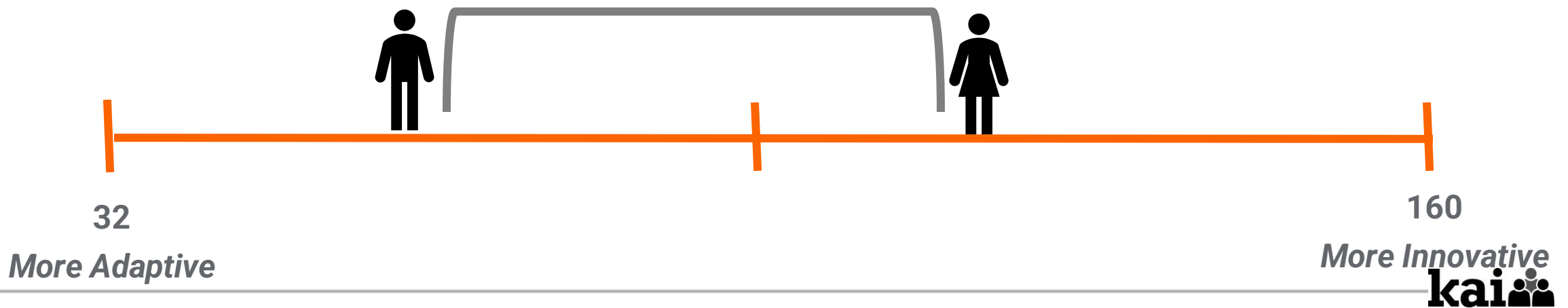
Coping behavior: Distance from own style over time

Using A-I Theory to Lead Collaboration

Cognitive Gap:

Can be between:

- Two people with differing style preferences



Using A-I Theory to Lead Collaboration

Cognitive Gap:

Can be between:

- A person and their group or team

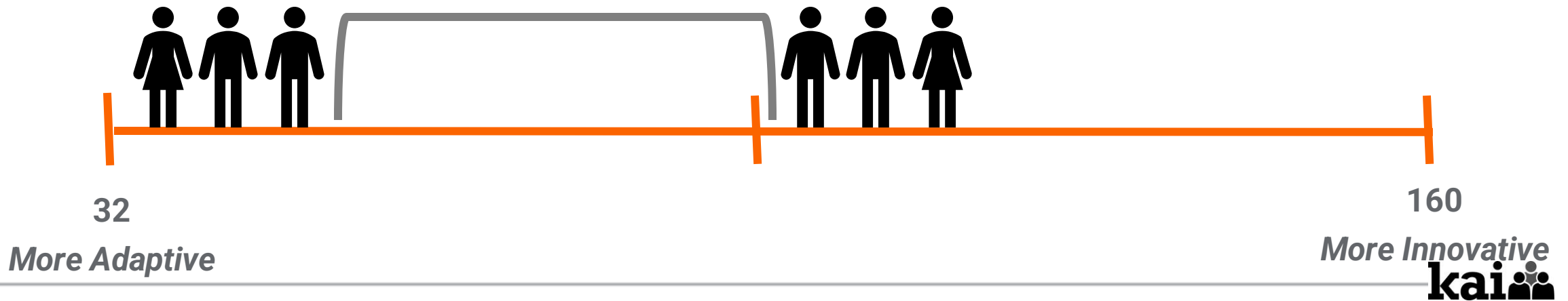


Using A-I Theory to Lead Collaboration

Cognitive Gap

Can be between:

- Two groups

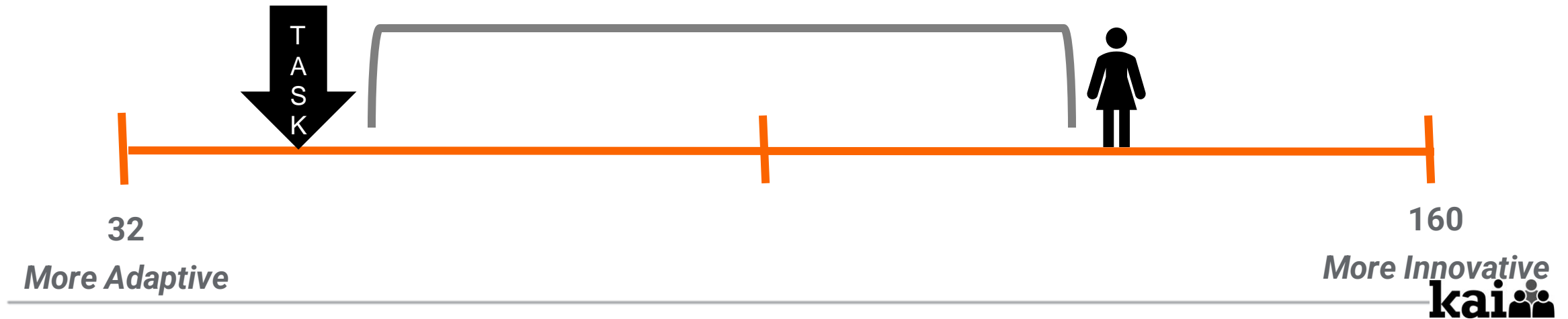


Using A-I Theory to Lead Collaboration

Cognitive Gap:

Can be between:

- An individual's preferred style and what the task requires



Using A-I Theory to Lead Collaboration

Problem A & B:

Every time a person shares a problem with another, each acquires two problems:

Problem **A** – the task

Problem **B** – **managing each other's diversity**
(*or differences, including preferred problem-solving style*)

Using A-I Theory to Lead Collaboration

Problem A & B:

Problem **A** (the task) should take up more of the collective energy than Problem **B** (managing each other's diversity)

Using A-I Theory to Lead Collaboration

Collaboration:

We require a diversity of problem-solvers to solve large complex problems.

A diversity of problem-solvers is therefore vital, but . . .

. . . if and only if they collaborate.

Differing Problem-solving Styles

When Collaborating:

Adaptors

- ✓ Supply stability, order, and continuity
- ✓ Maintain group cohesion and cooperation
- ✓ Are sensitive to people
- ✓ Minimize risk to innovative projects
- ✓ Provide foundation for efficient change

Innovators

- ✓ Supply break with accepted theory
- ✓ Stir the group up to reconsider consensus related issues
- ✓ Can be insensitive to people
- ✓ Provide the dynamics for radical change

Differing Problem-solving Styles

Response to Change:

Adaptors

- ✓ May stay with the paradigm
too long
- ✓ Tend to see how the current
system is **enabling**

Innovators

- ✓ May abandon the paradigm
too soon
- ✓ Tend to see how the current
system is **limiting**

Things to think about . . .

- How might knowing the problem-solving preferences of those you work with impact your veterinary practice?
- How can understanding problem-solving preferences help your veterinary practice focus on Problem As instead of Problem Bs?



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References

For more information on Adaption-Innovation Theory and KAI, please visit www.kai.foundation

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