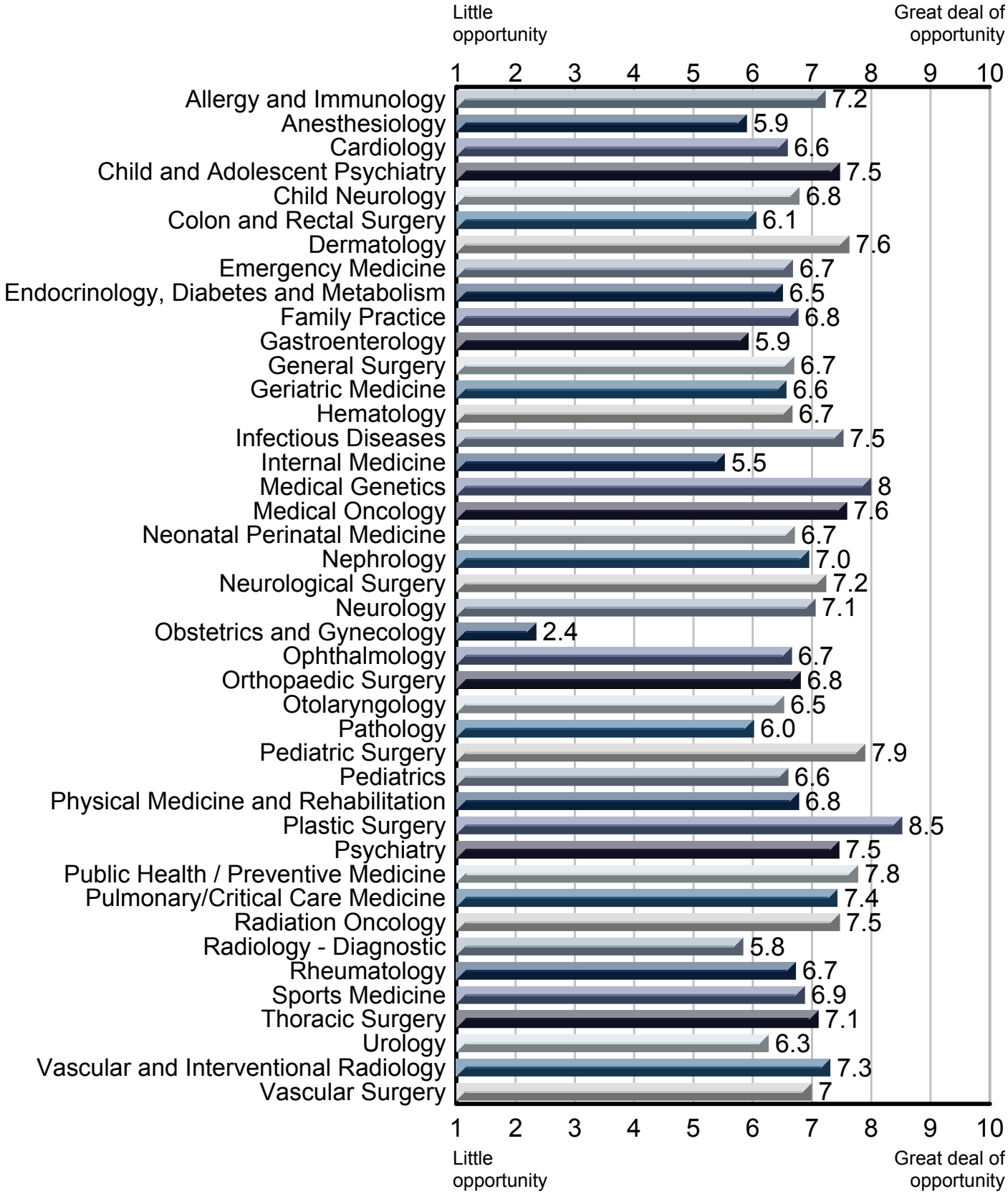Creativity: To what extent does your work provide opportunity for creativity?