



## Chapter 004, Fields, Domains, and Individuals

*Michael D. Mumford*

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NOTE: This is a single chapter excerpted from the book *Handbook of Organizational Creativity*, made available for individual purchase. Additional chapters, as well as the entire book, may be purchased separately.

This chapter argues that one cannot fully understand individual creativity without placing the person in the context of the field and the domain—the two key aspects of the discipline to which creators make their contributions. This argument is based on systems perspective, which situates creativity in a dynamic interaction among the domain, the field, and the individual. The first illustration involved combinatorial models. In these models, the members of a particular field begin with a sample of ideas from that domain. Each individual then subjects his or her personal ideational sample to a combinatorial process. Viable combinations are then submitted to the field, which then determines which combinatorial products will enter the domain set of ideations. The second illustration is much less abstract and formal: disciplinary hierarchies. Taken altogether, it should be manifest that individual creators cannot be completely understood without placing their creativity in the proper disciplinary context. This context consists of two parts: the field and the domain.

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