Abstract
In this longitudinal study, we examined the role of work characteristics (creative requirement, job control, coworker and supervisor support) and personal initiative for teachers' idea generation, idea promotion, and idea implementation. Eighty-nine teachers responded to two surveys with an interval of two weeks. Hierarchical regression analyses showed that creative requirement and job control predicted idea generation, whereas support from coworkers and the supervisor predicted idea promotion. Coworker and supervisor support, as well as teachers' personal initiative, predicted idea implementation.

Keywords
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