

## Effects of Fishbone Creative Thinking Strategy on Problem-Solving Skills of Teaching Personnel in Ogun State, Nigeria

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**Abstract :** The study examined effect of fishbone creative thinking strategy on problem-solving skills of public teachers in Ogun state, Nigeria. A 2x2x2 factorial design was employed for the study which consisted of 80 participants made up of 40 male and 40 female public teachers randomly selected among public teaching personnel from the two local government area headquarters (Ijebu-ode and Ijebu-Igbo) within Ogun East Senatorial District. Each treatment group received 45minutes instructions and training per week for 8weeks. Data was collected from participants with the use of standardized instrument tagged 'Problem Solving Inventory' (PSI) developed by the researchers prior to the training to form a pre-test and immediately after eight weeks of training to form a post-test. One hypothesis was tested; the data obtained was analyzed using Analysis of Covariance (ANCOVA) tested at significance level of 0.05. The result of the data analysis shows that there was a significant effect of the fishbone creative thinking technique on the participants ( $F(2,99) = 12.410$ ;  $p < .05$ ). Based on the findings, it is therefore recommended that the report of this study be used to effect organizational change and development of teaching service in Nigeria through teachers' retraining and capacity building.

**Keywords :** fishbone, creative thinking strategy, and problem-solving skills, public teachers

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