

# Embodied Creative Agents: A Preliminary Social-Cognitive Framework

Stéphanie Buisine<sup>1,\*</sup>, Améziane Aoussat<sup>1</sup>, and Jean-Claude Martin<sup>2</sup>

<sup>1</sup>ENSAM-LCPI, 151 bd de l'Hôpital, 75013 Paris, France  
stephanie.buisine@paris.ensam.fr

<sup>2</sup>LIMSI-CNRS, BP 133, 91403 Orsay Cedex, France

**Abstract.** The goal of this paper is to open discussion about industrial creativity as a potential application field for Embodied Conversational Agents. We introduce the domain of creativity and especially focus on a collective creativity tool, the brainstorming: we present the related research in Psychology which has identified several key cognitive and social mechanisms that influence brainstorming process and outcome. However, some dimensions remain unexplored, such as the influence of the partners' personality or the facilitator's personality on idea generation. We propose to explore these issues, among others, using Embodied Conversational Agents. The idea seems original given that Embodied Agents were never included into brainstorming computer tools. We draw some hypotheses and a research program, and conclude on the potential benefits for the knowledge on creativity process on the one hand, and for the field of Embodied Conversational Agents on the other hand.

**Keywords:** Embodied Conversational Agents, Creativity, Brainstorming, Facilitator, Expressivity, Personality.

## 1 Introduction

This paper presents a potential application field for Embodied Conversational Agents (ECAs) which has not been explored yet, namely the field of industrial creativity and computer-supported brainstorming. The paper is structured as follows: in section 2 we define the field of industrial creativity, and expose the brainstorming process and state of the art. In section 3 we show that ECAs were never included in the existing creativity-supporting tools although they would raise interesting research questions. We elaborate on several examples of hypotheses and present the related research program. We expose the expected benefits of such a research program for both fields of industrial creativity and ECA design, before concluding on our general iterative approach between a social-cognitive framework of creativity and experimental investigations.

---

\* Corresponding author.

## 2 Industrial Creativity

### 2.1 Scope Definition

Creativity is a high-level cognitive process which has given rise to researches in various fields such as Psychology [14, 63], Engineering [6, 33, 50, 68] or Human-Computer Interaction [12, 24, 61, 62]. Creativity applies to artistic work (e.g. fine arts, literature, architecture, music), educative domain (e.g. early-learning and playing activities), scientific skills (e.g. problem resolution, discoveries, epistemological breakthroughs), and industrial applications (e.g. creation of product functions, stylistic design of artifacts).

In this paper we consider creativity in industrial applications, for example when some people design products that contribute to changing our everyday habits with new technologies or innovative functions (e.g. global positioning systems in cars to find one's way, or in mobile phones to be easily located, portable players radically changing our relations to our multimedia contents, etc.). Understanding and supporting this kind of creativity is not only an interesting research challenge: industrial innovation being one of the few ways for western countries to remain competitive, the product life cycle is getting shorter and shorter and new products have to be constantly developed and timely placed to market.

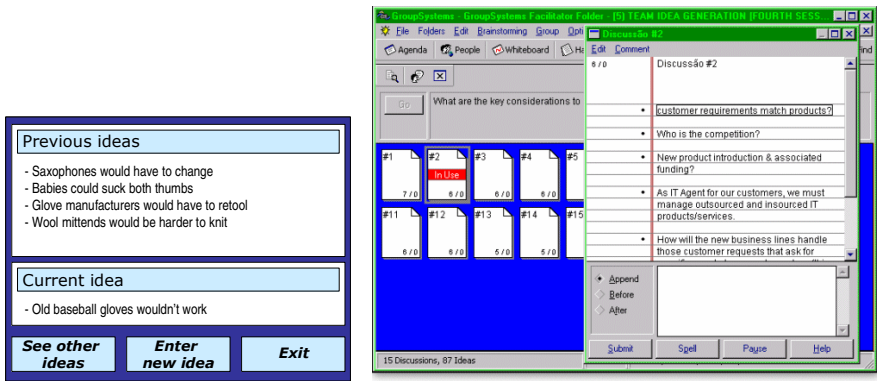
### 2.2 Brainstorming

**Group Creativity.** To improve creativity, a wide-spread practice in companies is the group brainstorming. Although creativity fundamentally remains an individual capacity, many collective creativity phenomena were demonstrated. For example, cognitive stimulation (i.e. the exposition to others' ideas) proved to enhance idea generation in individuals [21, 22, 45]. Moreover, social comparison (i.e. the possibility to compare one's own performance to the others') was shown to be motivating for brainstorming participants and to improve idea generation [2, 32, 38, 43, 53]. Therefore creativity appears worth implementing in groups, for example in the form of a brainstorming. This is especially true for industrial creativity which can benefit from multiple, or even multidisciplinary viewpoints [8].

**The Brainstorming Method.** Although brainstorming is sometimes practiced wildly, some methodological toolkits [33, 50, 68] have been formalized to structure the reflection and manage groups' dynamics. For example, the preparation (e.g. decomposing the problem, formulating the questions to address) is fundamental to the quality of outcome from the session. Besides, for efficient idea generation and a smooth running of the group, Osborn [50] recommends stating and displaying the following rules during the whole course of the session: *Criticism is ruled out; Free-wheeling is welcomed; Quantity is wanted; Combination and improvement are sought*. These rules need to be formalized and periodically reminded to the brainstorming participants because such attitudes are not spontaneous, and the use of Osborn's rules actually proved to enhance brainstorming productivity [52, 54, 65, 71]. The brainstorming is also more efficient when led by a "facilitator", i.e. someone who does not participate in the idea generation but manages speech turns, encourages

the participants individually and collectively, ensures that the focus on the problem and the brainstorming rules are kept observed [36, 49, 50, 51, 54]. Today, being a facilitator can be a full-time occupation since many consulting services specialized in creative problem solving were set up to assist companies in their conducting of creativity sessions.

**Electronic Brainstorming.** A major shortcoming of classical brainstorming sessions as previously defined is the absolute necessity of managing speech turns: each participant has to wait for her/his turn to give an idea and can give only one idea within a turn. However, it was demonstrated that ideas do not come one by one but rather by “trains of thought” (i.e. by automatic and rapid accumulations of semantically related ideas [46]). Verbal brainstorming therefore interferes with idea generation process in several ways: due to the coordination needs and time constraints, the participants have to rehearse some of their ideas, which stops further idea generation and prevents them from listening to the ideas of others, or they select the ideas they will give to the group (which implies a self-censorship that should normally be ruled out). These phenomena occurring during verbal brainstorming are referred to as “production blocking” [19, 43, 46].



**Fig. 1.** Examples of collective electronic brainstorming systems: On the left panel, a research tool adapted from Gallupe et al. [27], here used in the Thumbs Problem (a classical problem in brainstorming research about the practical benefits or difficulties that would arise if everyone had an extra thumb on each hand). On the right panel, the commercial software GroupSystems I (www.groupsupport.com).

To counteract production blocking while keeping the advantages of group brainstorming (e.g. the positive effects of cognitive stimulation and social comparison), electronic brainstorming procedures were created. They consist in making the participants simultaneously generate ideas on individual computers networked together and located in the same room [17]. The ideas typed in by the participants are displayed on a large-screen in the front of the room, as well as on each workstation (Fig. 1). The role of the facilitator is the same as in traditional brainstorming except that s/he does not have to manage speech turns. In the field of

Computer-Supported Cooperative Work (CSCW), electronic brainstorming tools fall into the category of group decision systems and electronic meeting rooms [23]. They are rather simple systems relative to other co-located or distant groupware, and the context of creativity does not suppose any special needs.

Electronic brainstorming were shown to actually improve idea production in comparison to control brainstorming sessions [16, 27, 28, 34, 42, 58, 66], and this benefit increases with group size [17, 18].

**Personality Issues in Brainstorming.** Beside modeling general brainstorming mechanisms applying to all groups whatever their composition, many researchers examined the influence of participants' personality on idea generation and creativity [5, 7, 11, 25, 26, 31, 56]. The close analysis of these results is beyond the scope of the present paper but we may mention for example that the following personality traits were shown to influence creativity: psychoticism, social anxiety, openness, impulsivity, individualism, extroversion, etc.

The previous studies all concerned participants' personality. Likewise, we may wonder whether facilitator's personality would also influence idea production from the brainstorming participants. However, to our knowledge, this issue has never been investigated. Although the usefulness of facilitators was confirmed [36, 49, 51, 54], their behavior and recommended personality was always kept constant. A good facilitator is expected to always stay neutral, to express professionalism and self-confidence, to be dynamic and demonstrate great communication and listening skills, to be friendly and show a sense of humor [20, 70]. What if the facilitator was more emotionally involved in her/his relation to the group? What if s/he showed extreme sympathy or, conversely, disagreeableness? The question is not straightforward since participant's creativity is likely to be triggered off by both positive feelings (through e.g. social facilitation or the experience of positive affects [10]) and negative feelings (because it is fundamentally an adaptive capacity for solving problems in contexts of fear, discomfort, aggression, competition, etc. [50]).

### 3 How Can Embodied Agents Help?

The possibility to employ Embodied Conversational Agents (ECAs) in electronic brainstorming interfaces is never evoked in the previous state of the art. Yet, some of those systems originally designed to be used in a co-located setup have evolved to applications for distant asynchronous brainstorming through the Internet [17, 43]. But the interface of these systems was never embodied.

The same observation applies more generally in the broad field of computer-supported creativity. Corporate needs for creativity gave rise to a market for computational tools of creativity and a lot of research prototypes and commercial software have been developed<sup>1</sup>. According to Shneiderman [61], the existing computer solutions can be categorized into three approaches: inspirational tools (e.g. favoring visualization, free association, or sources of inspiration), structural tools (e.g. databases, simulations, methodical techniques of reasoning), and situational tools (e.g.

---

<sup>1</sup> Examples of commercial software include Goldfire Innovator ([www.invention-machine.com](http://www.invention-machine.com)), ThoughtOffice ([www.ideacenter.com](http://www.ideacenter.com)), MindManager ([www.mindjet.com](http://www.mindjet.com)).

based on the social context, enabling peer-consultation, or dissemination). Lubart [39] adopted a classification grounded on the role played by the computer in the creative process: systems assisting the user in the management of creative projects (computer as nanny), those supporting communication and collaboration within a team (computer as pen-pal), systems implementing creativity enhancement techniques (computer as coach) and those contributing to the idea production (computer as colleague). But these roles were never personified and such a possibility is never mentioned is the literature related to creativity-assisting tools.

Likewise in the field of ECAs, industrial creativity was never studied as a potential application framework. ECAs are used in contexts of games, education, personal assistance, commercial websites, etc. The domain closest to creativity may be the use of ECAs as partners of storytelling for children [13, 59].

### 3.1 Hypotheses

The idea to integrate ECAs into creativity-supporting tools, and especially into brainstorming tools, seems relevant for several reasons we develop in the following paragraphs.

**Personification.** Personifying the interface can be interesting in itself, as it was shown with pedagogical agents whose presence can be sufficient to improve subjective experience and also sometimes performance [3, 44, 67]. Therefore it could be interesting to investigate whether this kind of effect would also arise for a creativity application in which either the brainstorming participants or the facilitator are represented by ECAs.

**Dialog.** The domain of ECAs is still considered as lacking believability because current technologies of artificial intelligence do not meet users' requirements in terms of dialog. But in the field of creativity, especially if the ECA represents a partner in the brainstorming, such a weakness can become a strength [39]. Indeed the contribution of ECAs would not rely on exact reasoning but could be related to suggesting new ways for idea searching, to diverging by associative thinking, using e.g. databases and semantic networks. In such a context, a weird idea association made by an ECA could be useful and efficient; in fact, an artificial diverging agent was previously implemented in a brainstorming system [47], but this agent was not personified. Therefore we assume that the effect of interface personification could be tested without being biased by ECA's poor reasoning capacities.

This argument applies for a partner ECA but not for a facilitator ECA, who would have to understand all the interaction and react adequately and timely. In this case the solution could be to include an ECA and a model of nonverbal behavior into the system and control the verbal behavior by a wizard-of-oz setup.

**Expressivity, Personality, Role-Playing.** A major research interest in ECA community concerns agents' capacity to mimic human affective behaviors [4, 9, 15, 40] and personality expression (with e.g. the adaptation of FFM and OCC personality models [1]). ECA personalities can be used to control the expression of emotion (intensity or modalities), to represent the importance of goals, or to modify the

probability of occurrence of certain behaviors [69]. The interrelations between emotions, mood and personality are especially focused on [57, 64]: for example some models of personality featuring several interdependent layers with different timescales were proposed [29, 37]. The final goal of such research is to endow virtual characters with individual personalities [41, 60]: how different characters cope differently with emotions, which weights they use for evaluating events, etc. Gesture style dictionaries [48] and character profiles [30] were also studied.

Some of these expressive agents were included into teams of ECAs in which each one has his role (see Rist et al. [55] for a review): for example, the eShowroom generates commercials by using several presentation agents with different roles, different attitudes towards the product, different personality traits, etc. Pedagogical applications were also designed with teams of ECAs [35] representing different instructional roles such as the expert, the tutor, the mentor, the motivator, the learning companion (or peer tutee), the helper, the competitor, the troublemaker, etc. Sometimes human users can join the team as in multi-party gatherings and conversations in virtual space: for example the Magic Monitor [55] is a multi-user conferencing system in which ECAs represent the conversation partners, be they humans or virtual conversational agents, and the system includes a virtual facilitator agent who provides meta-information about the conversation. Some recent online games<sup>2</sup> are also built on a similar architecture: the players choose their character, collaborate together with other players and with virtual agents towards the achievement of a common goal.

In the context of creativity sessions, there are only two roles (potentially associated with multiple personality dimensions): the partner and the facilitator. A few studies examined the influence of group members' personality on the creativity of their partners, showing e.g. that the presence of social anxious people in a group made their partners spontaneously lower their performance [11]. However, personality research has been concerned mainly with the relation between individuals' personality and their own creativity, and the influence of the facilitator's personality was never tested.

The use of ECAs for representing brainstorming partners or facilitator could enable us to further study the effects of social and affective interactions in a brainstorming task. In comparison to protocols involving acting experimenters, ECAs would have the advantage of being more easily controllable and of displaying repeatable behaviors. They could thus constitute a new experimental tool for exploring creativity processes.

### 3.2 Research Program

**Evaluating creativity.** In the following research program we intend to collect creativity metrics that are classically used in the literature [45], such as: the quantity of ideas generated (which is correlated to the quality of the production [52]), the width of production (i.e. the number of semantic categories represented), the depth of production (i.e. the number of semantically-related ideas), the semantic distance (i.e. originality) between the ideas and the initial problem. These metrics are generally submitted to inter-judge agreement procedures.

<sup>2</sup> See e.g. Guild Wars, [www.guildwars.com](http://www.guildwars.com)

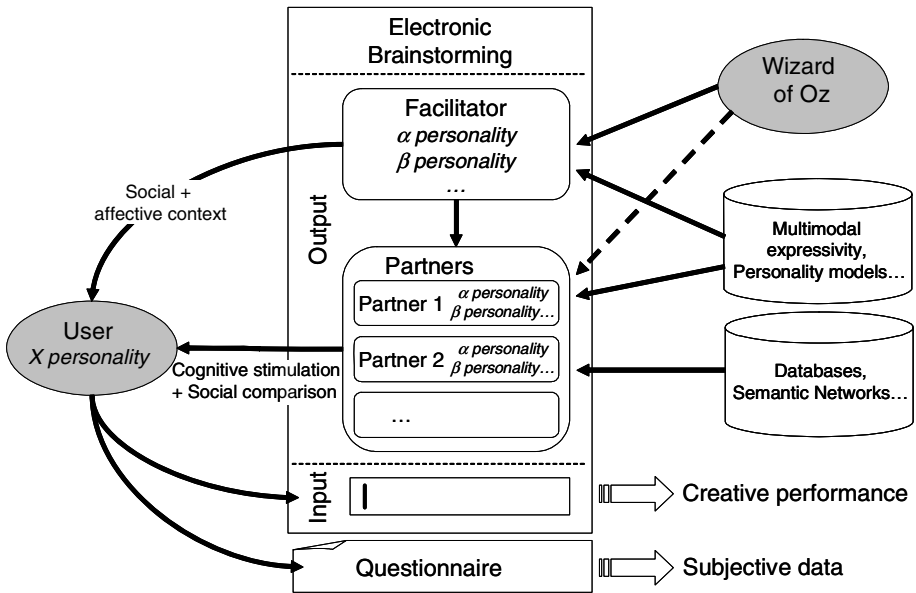


Fig. 2. General architecture of the experimental setups

**Personification.** The first step could be to introduce existing ECA models into a simple electronic brainstorming system. The goal would be to merely implement the personification hypothesis with ECAs’ personality set to neutral (cf. Fig. 2 with expressivity and personality models deactivated). To justify the presence of ECAs and facilitate experimental control, we may test only distant electronic brainstorming situations: indeed, such a procedure would enable us for example to simulate the behavior of all group members and test only one user at a time (instead of groups of users).

By combining different features of our system we could create the following range of experimental conditions:

- Collective distant electronic brainstorming (with no personification),
- Collective distant electronic brainstorming with an ECA facilitator,
- Collective distant electronic brainstorming with ECA partners and facilitators (the test user would first have to choose an avatar),
- Individual electronic brainstorming (cf. Fig. 2 with partners removed) with a non-personified facilitator,
- Individual electronic brainstorming with an ECA facilitator.

These experimental conditions would enable us to evaluate the effects of personifying the facilitator both on individual and collective creativity, and the effects of personifying the partners on collective creativity. The effects of personification should also be evaluated on users’ subjective impressions. Furthermore, the collection of gender and personality data from the test users could enable us to identify potential relations between individuals’ personality and their reactions (both on performance and subjective dimensions) to the presence of ECAs.

**Personality.** The following step would consist in manipulating the social and affective environment of electronic brainstorming by giving ECAs a strong personality. The most influencing character in the brainstorming might be the facilitator: therefore we assume that the effects of personality would be more clear-cut when implemented in ECA facilitators (in comparison to ECA partners). That is why we chose to especially emphasize this hypothesis in the present section.

To help us model the expression of personalities in the facilitator's role, we should first conduct a few pilot tests with human brainstorming participants and human facilitators acting within different communication styles, personalities, emotions, etc. Those (costly) pilot studies are not expected to produce significant experimental results because they may not be repeated a sufficient number of times. Their aim would rather be to feed a computational model of multimodal expressive behavior for ECAs.

With a trained model (eventually validated with replay procedures [9]) the large-scale experiments could be conducted by creating the following conditions (see Fig. 2):

- Collective distant electronic brainstorming with an ECA facilitator,  $\alpha$  personality,
- Collective distant electronic brainstorming with an ECA facilitator,  $\beta$  personality,
- Individual electronic brainstorming (cf. Fig. 2 with partners removed) with an ECA facilitator,  $\alpha$  personality,
- Individual electronic brainstorming with an ECA facilitator,  $\beta$  personality.

It should be noticed that several control conditions would be provided by the first research step (collective and individual conditions with no personification and with a neutral ECA facilitator).

For the moment the  $\alpha$  and  $\beta$  (and so on...) personality traits have not been determined because this requires a closer literature analysis. However, we intend to test at least a positive (i.e. socially desirable) personality trait and a negative one. We wish to examine their effects on both the idea generation performance and the subjective experience of users. Finally, these data would be crossed with user's gender and personality in order to investigate interaction effects between user's and facilitator's individual characteristics.

**Extension to Other Kinds of Creativity.** An example of medium- to long-term perspective to such a research could be to extend the experimental focus to other kinds of creativity, for example educational creativity (early-learning activities) dedicated to children, in individual or in collective modes. According to the results obtained in the previous research steps, some of the experiments could be replicated in order to test the generalization of the effects to other populations and other kinds of creativity. For example we could imagine that the cognitive and social mechanisms of creativity and their relation to the affective context could be different between children and adults.

## 4 Expected Outcomes

We think that the exploratory developments envisioned in this paper could have significant contributions to both the fields of creativity research and ECA design.



#### 4.1 Contribution to Creativity Research

The potential benefits to the study of creativity process can be formulated as follows:

- Further modeling of cognitive, affective and social mechanisms of creativity: especially, the results about the influence of the affective context on creativity could help us understand the nature of creativity (an archaic capacity related to a feeling of danger or a modern evolution related to social comfort).
- Comparison between individual and collective creativity processes: are those the same and only mechanism? Does the environment of a group change the individual's reaction and adaptation?
- Comparison between children's and adults' creativity processes: to obtain reliable data on this topic we will have to ensure that the tasks (related to industrial and educative creativity) will remain fairly comparable. The creative educative task for children will have to be designed as an adaptation of the task submitted to adult users.
- Perspectives for new creativity-supporting tools: if the results appear to be easily transferable to a commercial development (e.g. a positive effect of personification, or of simple expressivity parameters), we could imagine to promote the design of more efficient tools to improve creativity, and indirectly industrial innovation.

#### 4.2 Contribution to ECA Research

Finally, the research directions presented in this paper could be beneficial to the ECA community by the following aspects:

- Providing a context for modeling the behavioral expression of affects, of personality traits and social interactions from the way human facilitators behave.
- Comparison of the way users perceive a human / an ECA: do they reliably decode and interpret multimodal behaviors and personality?
- Providing improvement directions for the design of ECAs (based on the previous observations).
- Exploration of a new application field, and potentially identification of new usefulness elements.

### 5 Conclusion

Inspired by Kim and Baylor's approach with pedagogical agents [35], our goal in this paper was to introduce a preliminary social-cognitive framework to serve as a theoretical basis for and a guide to the optimal design of Embodied Creative Agents. In this respect, creative agents could be developed both as cognitive tools and as social tools for supporting creative processes: creative agents as cognitive tools could be equipped with databases and semantic networks for associative thinking and take turns when the user does not generate ideas. Besides, creative agents as social tools would be present on the screen, exhibit their own performance (ECA partners), express their personality and react to the user's behavior (ECA facilitator) in order to provide a social context for the creative practice.

The first set of agents that would be designed to afford these social-cognitive dimensions could then enable us to conduct a series of experimental studies that would in turn expand the social-cognitive framework: research on creative processes will be expected to progress through such a spiral iterative approach.

## References

1. André, E., Klesen, M., Gebhard, P., Allen, S., Rist, T.: Integrating models of personality and emotions into lifelike characters. In: Workshop on Affect in Interactions Towards a new Generation of Interfaces, pp. 136–149 (1999)
2. Bartis, S., Szymanski, K., Harkins, S.G.: Evaluation and performance: A two-edged knife. *Personality and Social Psychology Bulletin* 14, 242–251 (1988)
3. Beun, R.J., de Vos, E., Witteman, C.: Embodied conversational agents: Effects on memory performance and anthropomorphisation. In: Rist, T., Aylett, R., Ballin, D., Rickel, J. (eds.) IVA'2003 International Conference on Intelligent Virtual Agents. LNCS, vol. 2792, pp. 315–319. Springer, Heidelberg (2003)
4. Bevacqua, E., Pelachaud, C.: Expressive audio-visual speech. *Journal of Visualization and Computer Animation* 15, 297–304 (2004)
5. Bolin, A.U., Neuman, G.A.: Personality, process, and performance in interactive brainstorming groups. *Journal of Business and Psychology* 20(4), 565–585 (2006)
6. Bonnardel, N.: *Créativité et conception: Approches cognitives et ergonomiques*. Solal Editions, Marseille (2006)
7. Bouchard, T.J.: Personality, problem-solving procedure, and performance in small groups. *Journal of Applied Psychology Monograph* 53(1), 1–29 (1969)
8. Brown, V.R., Paulus, P.B.: Making group brainstorming more effective: Recommendations from an associative memory perspective. *Current Directions in Psychological Science* 11(6), 208–212 (2002)
9. Buisine, S., Abrilian, S., Niewiadomski, R., Martin, J.C., Devillers, L., Pelachaud, C.: Perception of blended emotions: From video corpus to expressive agent. In: Gratch, J., Young, M., Aylett, R., Ballin, D., Olivier, P. (eds.) IVA 2006. LNCS, vol. 4133, pp. 93–106. Springer, Heidelberg (2006)
10. Burleson, W.: Developing creativity, motivation, and self-actualization with learning systems. *International Journal of Human-Computer Studies* 63, 436–451 (2005)
11. Camacho, L.M., Paulus, P.B.: The role of social anxiousness in group brainstorming. *Journal of Personality and Social Psychology* 68(6), 1071–1080 (1995)
12. Candy, L., Hori, K.: The digital muse: HCI in support of creativity. *Interactions* 10, 44–54 (2003)
13. Cooper, B., Brna, P.: Fostering cartoon-style creativity with sensitive agent support in tomorrow's classroom. *Educational Technology & Society*, vol. 4 (2001)
14. Csikszentmihalyi, M.: *Creativity: Flow and the psychology of discovery and invention*. Harper Perennial, New York (1996)
15. De Rosis, F., Pelachaud, C., Poggi, I., Carofiglio, V., De Carolis, B.: From Greta's mind to her face: Modelling the dynamics of affective states in a conversational embodied agent. *International Journal of Human-Computer Studies* 59, 81–118 (2003)
16. Dennis, A.R., Valacich, J.S.: Computer brainstorms: More heads are better than one. *Journal of Applied Psychology* 78(4), 531–537 (1993)
17. Dennis, A.R., Williams, M.L.: *Electronic brainstorming: Theory, research and future directions*. Kelley School of Business, Technical Reports TR116-1 (2002)

18. DeRosa, D.M., Smith, C.L., Hantula, D.A.: The medium matters: Mining the long-promised merit of group interaction in creative idea generation tasks in a meta-analysis of the electronic group brainstorming literature. *Computers in Human Behavior* 23, 1549–1581 (2007)
19. Diehl, M., Stroebe, W.: Productivity loss in brainstorming groups: Toward the solution of a riddle. *Journal of Personality and Social Psychology* 53(3), 497–509 (1987)
20. Ditkoff, M.: The ten personas of a brainstorm facilitator (2004), <http://www.innovationtools.com>
21. Dugosh, K.L., Paulus, P.B.: Cognitive and social comparison processes in brainstorming. *Journal of Experimental Social Psychology* 41, 313–320 (2005)
22. Dugosh, K.L., Paulus, P.B., Roland, E.J., Yang, H.C.: Cognitive stimulation in brainstorming. *Journal of Personality and Social Psychology* 79(5), 722–735 (2000)
23. Ellis, C.A., Gibs, S.J., Rein, G.L.: Groupware: Some issues and experiences. *Communications of the ACM* 34, 38–58 (1991)
24. Farooq, U.: Eureka! Past, present, and future of creativity research in HCI. *ACM Crossroads* 12, 6–11 (2005)
25. Feist, G.J.: A meta-analysis of personality in scientific and artistic creativity. *Personality and Social Psychology Review* 2(4), 290–309 (1998)
26. Furnham, A., Yazdanpanahi, T.: Personality differences and group versus individual brainstorming. *Personality and Individual Differences* 19(1), 73–80 (1995)
27. Gallupe, R.B., Bastianutti, L.M., Cooper, W.H.: Unblocking brainstorms. *Journal of Applied Psychology* 76(1), 137–142 (1991)
28. Gallupe, R.B., Cooper, W.H., Grisé, M.L., Bastianutti, L.M.: Blocking electronic brainstorms. *Journal of Applied Psychology* 79(1), 77–86 (1994)
29. Gebhard, P.: ALMA - A Layered Model of Affect. In: *AAMAS'05 International Conference on Autonomous Agents and Multiagent Systems*, pp. 29–36 (2005)
30. Gillies, M., Ballin, D.: A model of interpersonal attitude and posture generation. In: Rist, T., Aylett, R., Ballin, D., Rickel, J. (eds.) *IVA 2003. LNCS (LNAI)*, vol. 2792, Springer, Heidelberg (2003)
31. Goncalo, J.A., Staw, B.M.: Individualism-collectivism and group creativity. *Organizational Behavior and Human Decision Processes* 100, 96–109 (2006)
32. Harkins, S.G., Jackson, J.M.: The role of evaluation in eliminating social loafing. *Personality and Social Psychology Bulletin* 11(4), 457–465 (1985)
33. Isaksen, S.G., Dorval, K.B., Treffinger, D.J.: Creative approaches to problem solving: A framework for change. Kendall Hunt (2000)
34. Kerr, D.S., Murthy, U.S.: Divergent and convergent idea generation in teams: A comparison of computer-mediated and face-to-face communication. *Group Decision and Negotiation* 13, 381–399 (2004)
35. Kim, Y., Baylor, A.L.: A social-cognitive framework for pedagogical agents as learning companions. *Educational Technology Research & Development* 54, 569–590 (2006)
36. Kramer, T.J., Fleming, G.P., Mannis, S.M.: Improving face-to-face brainstorming through modeling and facilitation. *Small Group Research* 32, 533–557 (2001)
37. Kshirsagar, S.: A multilayer personality model. *SMARTGRAPH '02 International symposium on Smart Graphics*, pp. 107–115. ACM Press, New York, USA (2002)
38. Leggett Dugosh, K., Paulus, P.B.: Cognitive and social comparison processes in brainstorming. *Journal of Experimental Social Psychology* 41, 313–320 (2005)
39. Lubart, T.: How can computers be partners in the creative process. *International Journal of Human-Computer Studies* 63, 365–369 (2005)

40. Martin, J.C., Niewiadomski, R., Devillers, L., Buisine, S., Pelachaud, C.: Multimodal complex emotions: Gesture expressivity and blended facial expressions. *International Journal of Humanoid Robotics* 3, 269–292 (2006)
41. Maya, V., Lamolle, M., Pelachaud, C.: Influences on embodied conversational agent's expressivity: Towards an individualization of the ECAs. In: AISB'04 (2004)
42. McLaughlin Hymes, C., Olson, G.M.: Unblocking brainstorming through the use of a simple group editor, pp. 99–106. ACM Press, New York, USA (1992)
43. Michinov, N., Primois, C.: Improving productivity and creativity in online groups through social comparison process: New evidence for asynchronous electronic brainstorming. *Computers in Human Behavior* 21, 11–28 (2005)
44. Moreno, R., Mayer, R.E., Spire, H., Lester, J.: The case for social agency in computer-based teaching: Do students learn more deeply when they interact with animated pedagogical agents? *Cognition and Instruction* 19, 177–213 (2001)
45. Nijstad, B.A., Stroebe, W., Lodewijckx, H.F.M.: Cognitive stimulation and interference in groups: Exposure effects in an idea generation task. *Journal of Experimental Social Psychology* 38, 535–544 (2002)
46. Nijstad, B.A., Stroebe, W., Lodewijckx, H.F.M.: Production blocking and idea generation: Does blocking interfere with cognitive processes? *Journal of Experimental Social Psychology*, 39, 531–548 (2003)
47. Nishimoto, K., Sumi, Y., Mase, K.: Toward an outsider agent for supporting a brainstorming session - An information retrieval method from a different viewpoint. *Knowledge-Based Systems* 9, 377–384 (1996)
48. Noot, H., Ruttkay, Z.: Gesture in style. In: Camurri, A., Volpe, G. (eds.) *GW 2003. LNCS (LNAI)*, vol. 2915, p. 324. Springer, Heidelberg (2004)
49. Offner, A.K., Kramer, T.J., Winter, J.P.: The effects of facilitation, recording, and pauses on group brainstorming. *Small Group Research* 27, 283–298 (1996)
50. Osborn, A.F.: *Applied Imagination. Principles and procedures of creative problem-solving*. Charles Scribner's Sons (1953)
51. Oxley, N.L., Dzindolet, M.T., Paulus, P.B.: The effects of facilitators on the performance of brainstorming groups. *Journal of Social Behavior and Personality* 11(4), 633–646 (1996)
52. Parnes, S.J., Meadow, A.: Effects of "brainstorming" instructions on creative problem solving by trained and untrained subjects. *Journal of Educational Psychology* 80(4), 171–176 (1959)
53. Paulus, P.B., Dzindolet, M.T.: Social influence processes in group brainstorming. *Journal of Personality and Social Psychology* 64(4), 575–586 (1993)
54. Paulus, P.B., Nakui, T., Putman, V.L., Brown, V.R.: Effects of task instructions and brief breaks on brainstorming. *Group Dynamics: Theory, Research, and Practice* 10(3), 206–219 (2006)
55. Rist, T., André, E., Baldes, S., Gebhard, P., Klesen, M., Kipp, M., Rist, P., Schmitt, M.: A review of the development of embodied presentation agents and their application fields. In: Prendinger, H., Ishizuka, M. (eds.) *Life-Like Characters: Tools, Affective Functions, and Applications*, pp. 377–404. Springer, Heidelberg (2003)
56. Rothenberg, A.: Creativity: Complex and healthy. *Psychological Inquiry* 4(3), 217–221 (1993)
57. Rousseau, D., Hayes-Roth, B.: A social-psychological model for synthetic actors. *International Conference on Autonomous Agents*, pp. 165–172. ACM Press, New York, USA (1998)

58. Roy, M.C., Gauvin, S., Limayem, M.: Electronic group brainstorming: The role of feedback on productivity. *Small Group Research* 27, 215–247 (1996)
59. Ryokai, K., Vaucelle, C., Cassell, J.: Virtual peers as partners in storytelling and literacy learning. *Journal of Computer Assisted Learning* 19, 195–208 (2003)
60. Sandercock, J., Padgham, L., Zambetta, F.: Creating adaptive and individual personalities in many characters without hand-crafting behaviors. In: Gratch, J., Young, M., Aylett, R., Ballin, D., Olivier, P. (eds.) IVA 2006. LNCS (LNAI), vol. 4133, pp. 357–368. Springer, Heidelberg (2006)
61. Shneiderman, B.: Creating creativity: User interfaces for supporting innovation. *ACM Transactions On Computer-Human Interaction (TOCHI)* 7, 114–138 (2000)
62. Shneiderman, B., Fischer, G., Czerwinski, M., Resnick, M., Myers, B.: Creativity support tools: Report from a U.S. National Science Foundation sponsored workshop. *International Journal of Human-Computer Interaction* 20, 61–77 (2006)
63. Sternberg, R.J.: *Handbook of Creativity*. Cambridge University Press, Cambridge (1998)
64. Trappl, R., Petta, P.: Creating personalities for synthetic actors. Towards autonomous personality agents. Springer, New York (1997)
65. Turner, W.M., Rains, J.D.: Differential effects of "brainstorming" instructions upon high and low creative subjects. *Psychological Reports* 17, 753–754 (1965)
66. Valacich, J.S., Dennis, A.R., Connolly, T.: Idea generation in computer-based groups: A new ending to an old story. *Organizational Behavior and Human Decision Processes* 57, 448–467 (1994)
67. Van Mulken, S., André, E., Müller, J.: The persona effect: How substantial is it? In: HCI'98 International Conference on Human-Computer Interaction, pp. 53–66. Springer, Heidelberg (1998)
68. VanGundy, A.B.: *101 activities for teaching creativity and problem solving*. John Wiley & Sons, Inc, Chichester (2005)
69. Vinayagamoorthy, V., Gillies, M., Steed, A., Tanguy, E., Pan, X., Loscos, C., Slater, M.: Building expression into virtual characters. In: Eurographics Conference, State of the Art Reports (2006)
70. Wallgren, M.K.: Reported practices of creative problem solving facilitators. *Journal of Creative Behavior* 32, 135–148 (1998)
71. Weisskopf-Joelson, E., Eliseo, T.S.: An experimental study of the effectiveness of brainstorming. *Journal of Applied Psychology* 45(1), 45–49 (1961)