

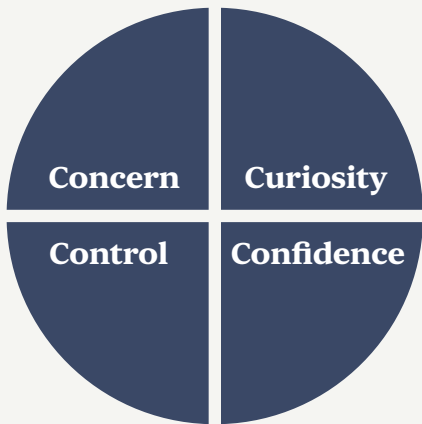
STRENGTHENING YOUR ADAPTABILITY



“

It is not the strongest of the species that survives, nor the most intelligent, but rather the one **most adaptable to change**.

Charles Darwin, 1859



1

Rate where you think you are on the four dimensions of adaptability.

Rate from 0-10 where you are on each of the dimensions.

2

In this section, work on two of your highest or lowest adaptability dimension ratings from above.

Based on your lowest ratings, work on the two lowest dimensions or you can focus on the two highest dimensions to expand on your strengths. Select two adaptability dimensions you will use to enhance your adaptability.

- Concern
- Curiosity
- Control
- Confidence

Dimension 1:

Outline how I will apply this dimension in practice. Use example actions on page 3 as a guide.

Dimension 2:

Outline how I will apply this dimension in practice. *Use example actions on page 3 as a guide.*

Potential barriers to adapting to this change.

Examples:

- Exhaustion.
- Fear of failure.
- Comfortable with the status quo.
- Routine habits – running on ‘autopilot’.
- Fixed mindset – fossilised mental models.
- Protection’ mindsets – default mindsets that we revert to in moments of flux.
- Lack of responsibility for decision-making.
- Lack of skills, training and coaching.
- Short-term thinking.
- Lack of connection to purpose.

How I will overcome these barriers.

Examples:

- Challenge and reframe negative thoughts.
- Make sure I get enough of the basics (sleep, food, exercise etc.)

DIMENSIONS AND EXAMPLE ACTIONS

Dimension	Definition	Example Actions:
Concern	<i>The individual's interest and involvement in their development. It reflects a proactive approach to planning across one's work life.</i>	<ul style="list-style-type: none"> • Reflect on your values and whether they align with the change. • Identify how this change aligns with your career goals and larger purpose in life. • Plan a career goal relating to this change. • Prepare for this change (e.g. seek out further training, time schedule etc.). • Apply a proactive personality (e.g. Reach out to your supervisor/mentor to learn how they would approach the change; Identify skill gaps and engage in professional development to build competencies).
Curiosity	<i>The willingness to explore and learn about oneself and the world of work. Involves openness to experience, gathering information, and gaining feedback.</i>	<ul style="list-style-type: none"> • Explore your opportunities relating to the change. • Investigate options before making a choice. • Brainstorm the different ways you can approach this scenario (e.g. what are my possible selves in this scenario, what choices can I make?). • Acknowledge you have biases. Reflect on how your biases may impact your approach to this situation. • Ask colleagues/leaders how they would approach the situation – gain diverse perspectives. • Intentionally ask yourself questions – ‘why?’, ‘is this the best way?’ • Frame the problem as an opportunity question – ask, ‘how might we...?’ • Seek out regular feedback to assess your performance.
Control	<i>The perceived ability to influence and shape one's work life. Involves the agency and belief that one can make choices that impact their career trajectory.</i>	<ul style="list-style-type: none"> • Reflect on what is within your control, what you can influence and what you cannot control in this scenario. • Write down your negative thought patterns and reframe to be more optimistic. • Focus on small goals, write these down and tick off as you complete the goals.
Confidence	<i>The belief in one's own abilities to cope with work transitions and challenges. It involves reframing negative thoughts and a positive attitude toward change.</i>	<ul style="list-style-type: none"> • Actively seek opportunities to acquire new knowledge, skills, and competencies relevant to one's career. This includes participating in training programs, workshops, and pursuing further education. • Ask to observe a mentor/employee in how they would undertake the task/role. • Ask for positive and constructive feedback. • Identify your strengths and brainstorm how you could apply your strengths to the change. • Reflect on when you have engaged in a similar experience in the past/used similar skills and your key learnings from that experience.