

Exploring Leadership

ADAPTABILITY: MANAGING CHANGE

Adaptability is the skill of the future! Did you know that 65% of children entering elementary school will ultimately end up working in jobs that don't yet exist?

CONVERSATION STARTERS:

- Ask everyone fold their arms. Now fold them again with the other arm on top. How does this make you feel?
- Ask why adaptability is an important skill.

Adaptability is defined as an ability or willingness to change based on the current needs of the situation. Leaders that know how to adapt to change are more motivated, more creative, and not easily discouraged.

KEY OBJECTIVES:

- Identify reasons adaptability matters.
- Identify how you react to change.

WHAT YOU'LL NEED:

- A few random fashion accessories for those participants without enough personal items to change.

EXPLORATION ACTIVITY:

Tell participants they are going to participate in an activity that is all about making changes and noticing change in others. The title of this activity is called: "Change Your Look."

- Split participants into pairs, standing and facing each other.
- Ask the participants to determine which one will observe, and which one will make the changes.
- Tell the observer to study their partner closely because their partner will be making a few changes.
 - Next, the observer from each pair should turn their back (or close their eyes) and have the other person make 3-5 changes to their physical appearance. This could mean moving their watch from one wrist to the other, removing a shoe, taking off jewelry or a tie, or removing their glasses. Give participants 1 minute to complete changes.
 - Participants then are asked to face each other again with eyes open, ask the partner who did not make changes to identify as many changes as possible. Allow about 30 seconds for this.
 - Switch roles and repeat the process.

FACILITATOR TIP:

- Encourage participants to share their feelings related to making changes. This is what makes the exercise powerful.



REFLECTION QUESTIONS:

Ask the below open ended questions to your group to engage in a discussion about what happened during the activity.

- How did you feel about the changes I had you make?
- Why did it feel weird or uncomfortable to make those changes?
- How did changes with the other person affect you?
- Why do people resist change?
- How do you react to the prospect of change? Is there a pattern?
- Do you become anxious and fearful? Or, do you look forward to new experiences?
- Next time you're presented with change , try to envision a positive outcome.
- Who has ever experienced a situation that might fit this skill?

APPLICATION DISCUSSION:

- In life we see change on a daily basis. What are some of those changes that you see?
- How do you feel if a teacher/manager changes your setting location in your class/office?
- What Coping mechanisms do you use when facing change?
- How do we develop the correct response to change?
- How can we strengthen or learn new coping mechanisms?
- Think about the meaning behind the quote: *"The secret of change is to focus all of your energy, not on fighting the old, but on building the new."*
- Socrates



CONCLUSION:

Everyone adapts to change differently. The important aspect to master, is how to move through change easily and effectively. It is important for people to take control over changes in their life by taking responsibility for how they respond to them. Everyone possesses the power to control what they think, feel, and do.

By remaining adaptable we don't just become more comfortable as life inevitably shifts, we remain open to possibilities we didn't even know existed.

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REFERENCES

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