



# Exploring Leadership

## ADAPTABILITY: MANAGING CHANGE

Adaptability is one of the most important skills for the future. Did you know that 65% of kids in elementary school today will have jobs that don't even exist yet? That's why being able to adjust to change really matters. Whether it's in school, sports, or life, learning how to roll with change helps you stay strong, bounce back faster, and stay open to new opportunities.

### CONVERSATION STARTERS:

Ask everyone to fold their arms. Now, have them fold their arms the other way—with the opposite arm on top. Ask: "How does that feel?" Then ask, "Why do you think adaptability is an important skill?"

Adaptability means being willing to change based on what's happening around you. People who are good at adapting are usually more motivated, creative, and confident. They don't let change stop them—they find ways to move forward. When things shift, these people stay calm, think clearly, and figure out what needs to happen next.

### KEY OBJECTIVES:

- Understand why being adaptable is important in life and leadership.
- Identify how you react to change.

### WHAT YOU'LL NEED:

- Extra accessories like hats, scarves, or jewelry (for participants without enough things to change)
- Timer or stopwatch

## EXPLORATION ACTIVITY:

**Change Your Look:** Change can be surprising! In this activity, you'll practice noticing little changes and talking about how it feels to adjust.

- Pair up and stand facing your partner.
- Decide who will be the observer and who will make changes first.
- Observers: take a good look at your partner and notice the details of their appearance.
- Now turn around or close your eyes.
- The other person should quietly make 3–5 small changes to how they look. (Examples: move a watch, remove a shoe, take off glasses, flip a name tag, etc.)
- After 1 minute, turn back around and try to spot as many changes as you can. You have 30 seconds.
- Switch roles and repeat the activity with the other partner making changes.
- Once both of you have taken turns, share how it felt to make changes and spot them. What surprised you?

### FACILITATOR TIP:

- Encourage participants to talk about how change makes them feel. This is what will make the activity meaningful.



## 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 you were asked to make?
- Why did it feel weird or uncomfortable to make those changes?
- What did you notice about how changes in your partner affected you?
- Why do people sometimes resist change, even small ones?
- How do you react to the prospect of change? Is there a pattern?
- Do you usually feel nervous or excited when things change? What do you think causes that feeling?
- Can you think of a time in your life when this skill helped you or could have helped you?

## APPLICATION DISCUSSION:

- What are some everyday changes you experience at school, home, or work?
- How do you feel if a teacher/manager changes your setting location in your class/office?
- What do you usually do to deal with unexpected changes?
- How can you get better at reacting in a positive way when things change?
- Can you think of new coping skills that could help you adapt better?
- What does this quote mean to you: *"The secret of change is to focus all of your energy, not on fighting the old, but on building the new."* - Socrates



## CONCLUSION:

Everyone reacts to change in their own way. But learning how to manage change without getting overwhelmed is a skill that will help you for life. The key is to take control of how you respond. You can't always change what happens, but you can control your attitude, actions, and effort. Being adaptable doesn't just help you survive change—it helps you grow through it and discover paths you didn't know were there.

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## REFERENCES

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