

# Exploring Leadership

## ADAPTABILITY: VERSATILITY

According to futurist Thomas Frey, "By 2030 over 2 billion jobs will disappear." The big question is which new jobs will replace them? Newcomers to the modern workforce are likely to change jobs multiple times in the course of a career. How can we be prepared to deal with this? Versatility is a key competency of the future.

### CONVERSATION STARTERS:

- What future career paths currently interest you?
- Do you think those careers will still exist in the future?
- Which career fields require the most versatility?

"Versatility is the ability to adapt to different purposes. A versatile person has many talents and can succeed in many settings or circumstances. No matter where you work, today's fast-paced environment almost guarantees that you'll need to adapt to new practices and technology standards, so it pays to practice being versatile.

### KEY OBJECTIVES:

- Define and generate examples of Versatility.
- Practice multi-tasking to improve Versatility.

### WHAT YOU'LL NEED:

- Foam balls that can be tossed around without injuring anyone.
- Enough space to spread out in circles of 8-10 people.

## EXPLORATION ACTIVITY:

- Separate participants into groups of 8-10 spread in a medium circle.
- The object of the activity is to keep the balls circulating.
- Introduce one ball and have them begin tossing it around in a pattern that includes everyone in the circle. Repeat the pattern a couple times.

### FACILITATOR TIP:

- Versatility is more a character trait than a discrete skill. Many discrete skills are covered in this curriculum to help illustrate the importance of teamwork and necessity of versatility in leadership positions.

- Now introduce a second ball which will be tossed in the reverse order of the first, so two balls are in motion moving in opposite directions. Repeat a couple times.
- Introduce a third ball which is to be tossed in any way that makes it possible to keep all the balls going. Chaos ensues.
- If time permits, have participants engage in a verbal task while tossing the balls around the circle, e.g., counting by threes or saying the name of the person to whom they are tossing the ball.



## REFLECTION QUESTIONS:

- When did the activity become difficult? Why?
- What were all the different mental and physical tasks each participant had to do in order to keep the balls moving?
- How did the addition of new balls make you feel?
- What happened when you made mistakes? Did you make any changes?

## APPLICATION DISCUSSION:

- How do mistakes and setbacks help develop Versatility?
- How does an individual's Versatility help a team accomplish its goals?
- How does this activity illustrate Versatility?
- What are some situations or activities in real life that require Versatility?



## CONCLUSION:

Do you still think you know what you want to do when you grow up? If not, don't worry because, just like with the activity today, you're going to be doing lots of different things and using many of your talents. Your Versatility is one of your greatest assets.

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## REFERENCES

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