

## **Adaptability:**

The ability to greet and analyze changes in the public space, market place, consumer preferences or technological changes that allows individuals and businesses to clearly see the big picture, weigh alternatives and quickly take action.



**Experts agree that success is 20% IQ and 80% EQ and AQ.**

Emotional Intelligence (EQ)	Adaptability Quotient (AQ)
<ul style="list-style-type: none"> <li>❑ Ability to monitor, understand, and act upon emotions</li> <li>❑ Term began in early 1990s</li> </ul>	<ul style="list-style-type: none"> <li>🎬 How a person responds to difficult situations or rapid change</li> <li>🎬 Term first used in late 1990s</li> </ul>
<ul style="list-style-type: none"> <li>🎬 People with high EQ are empathetic and authentic</li> <li>🎬 Have a flexible communication style that helps navigate conflict</li> <li>🎬 Visible in team situations where you contribute in a meaningful way and are open to constructive criticism</li> </ul>	<ul style="list-style-type: none"> <li>🎬 Those with high AQ have developed an effective way of responding to difficult situations or rapid change.</li> <li>🎬 Typically associated with traits that include optimism, ability to innovate, and agility.</li> </ul>
<ul style="list-style-type: none"> <li>🎬 EQ is built by being mindful of emotions, communication used, and taking responsibility for emotions</li> </ul>	<ul style="list-style-type: none"> <li>🎬 AQ is built by weathering the storms in life and thriving in adversity</li> <li>🎬 Measured by examining how you adapt to issues or setbacks</li> </ul>
<ul style="list-style-type: none"> <li>🎬 EQ can be used to positively contribute to the culture of a team</li> </ul>	<ul style="list-style-type: none"> <li>🎬 AQ can be used to successfully implement necessary change</li> </ul>

## Adaptability Quotient Quiz

Grade yourself on each question using a scale of one to three:

1 = I do this infrequently

2= I do this sometimes

3=I do this routinely and often

- 1) I like to imagine new and different ways to accomplish my goals and the goals of my team.
- 2) I challenge myself to question the things that I think that I know for sure.
- 3) I am able to shift gears with minimal complaint to my boss, team or family.
- 4) My core values are clear to me and to my colleagues and team members.
- 5) I can imagine new uses for old ideas.
- 6) My habit is to reach out for help and acknowledge assistance when needed.
- 7) I like to experiment with new ideas.
- 8) I like to play “devil’s advocate” in order to see all sides of an issue.
- 9) I believe that my failures present opportunities for innovation.
- 10) I never fall in love with my “wins”. In fact, I try to figure out how I can do even better next time.
- 11) I am good at looking at the big picture and routinely connect daily decision making to the big picture.
- 12) I am comfortable with “not knowing”, even when it is within my field of expertise.
- 13) I can organize my surroundings and prioritize tasks, even in stressful times.
- 14) I can mobilize resources in a crisis or new situation
- 15) I believe that I always have options and choices, even in difficult situations.
- 16) I don’t spend time worrying about things that are out of my control.

My score: \_\_\_\_\_

I am high adaptable in most situations: 38 – 48 points

I am fairly adaptable in most situations: 25 – 40 points

I am not as adaptable as I need to be in some situations: 0- 25 points

Note to curriculum team: This quiz and scoring mechanism are purely a figment of Chris Wellington's imagination, and was assembled and rudely stolen from various sites on the internet. I am totally open to your criticism and suggestions for improvement....

## Questions for Breakout Session 1:

- Share one thing that surprised you about the quiz or about your responses.
- How do you think that we can develop adaptability in our leadership skillset? In our organizations?
- How is your personal AQ related to your organization's adaptability?
- How do you practice "being curious"?
- One item from each group to share with the large group.

## 14 Signs of an Adaptable Person – Forbes Magazine

1. Adaptable people experiment.
2. They see opportunity where others see failure.
3. They are resourceful and have contingency plans.
4. They think ahead.
5. They don't whine
6. They talk to themselves with positive self-talk.
7. They don't blame or play the victim.
8. They don't claim fame but give credit where it is due and move on.
9. They are CURIOUS. They keep learning.
- 10.They adapt to what they see around them right now.
- 11.They stay current with exactly what is happening.
- 12.They see the big picture, the forest for the trees.
- 13.They are creative – they think outside the box.
- 14.They know what they stand for. They have strong personal values and principles.

## Summary

- Stay curious and open to new information and ideas.
- Observe carefully what is happening at the moment.
- Take action based on the facts.

## Questions for Breakout Session 2:

- How has COVID changed you as a leader?
- What did you learn from Kathy Hennessey and Laura Eicher?
- After today's session, what would you tell your team about how to be more adaptable as leaders?
- What might you do differently based on what you learned today?