

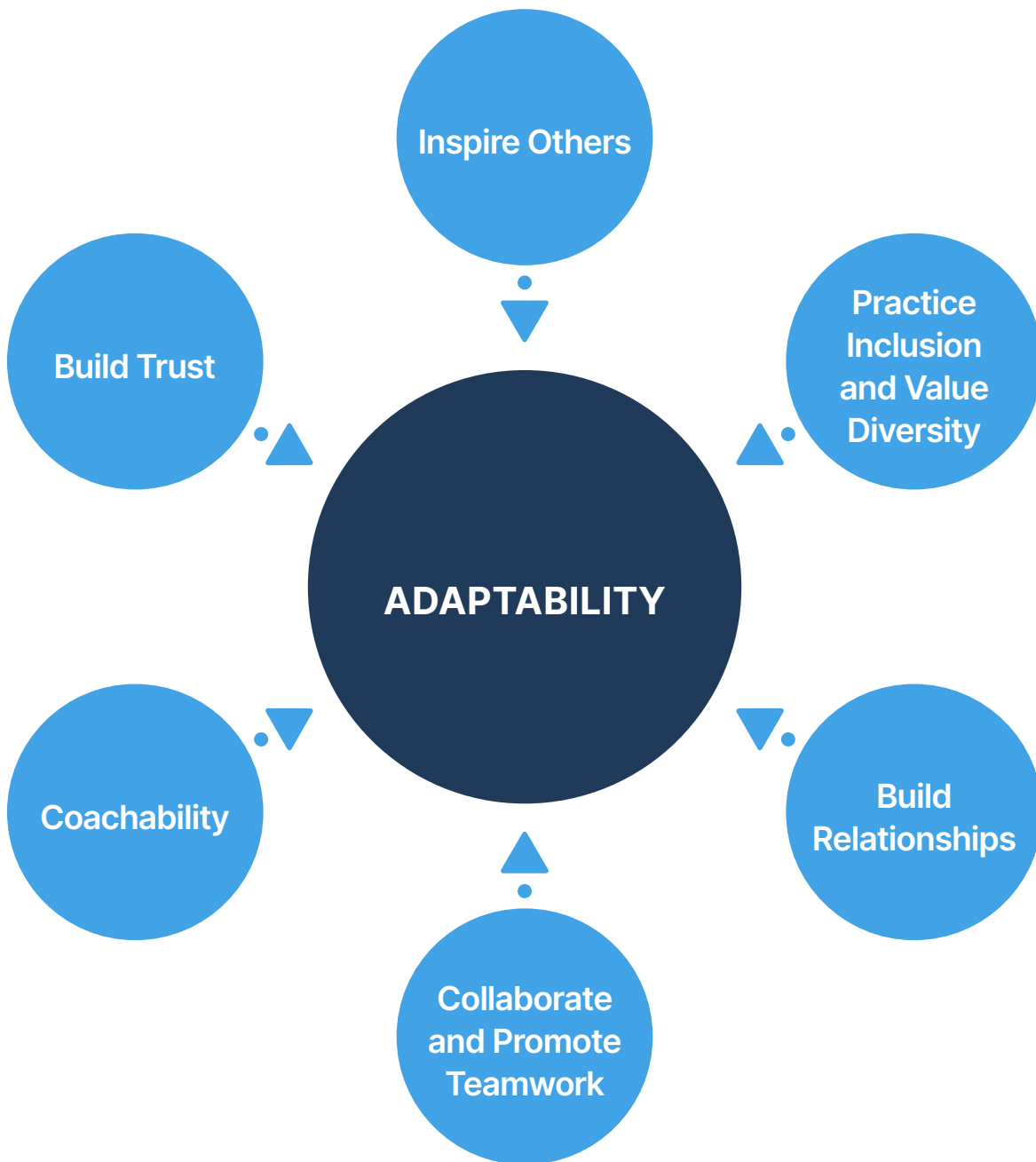


ADAPTABILITY

Strength Builder Development Guide

ADAPTABILITY

The ability to navigate change by quickly learning and developing new skills; keeping an open, flexible mind; and modifying behaviors to fit new situations.





Inspire Others

A highly inspirational leader, driven by a compelling vision, is adept at navigating and responding to changing circumstances. These leaders recognize that achieving their goals involves overcoming unexpected challenges and seizing new opportunities. Their flexibility ensures they can guide their team through any situation, demonstrating resilience and adaptability. This dynamic approach not only keeps the team aligned with their vision but also serves as a powerful source of inspiration.

Development Ideas

- Set stretch goals. Think of a way to involve employees from other parts of the organization who have a positive innovative track record to help you and your team set an innovative stretch goal.
- Communicate a clear vision. Consider how to share with your team members the benefits of a specific change taking place within the team or the larger organization.
- Boost collaboration. Set a goal whereby you regularly express your support for a controversial change taking place in another part of the organization.



Practice Inclusion and Value Diversity

Practicing inclusion involves recognizing and valuing diverse perspectives, experiences, and the needs of others. By being open to different viewpoints, individuals learn to adjust the way they interact with others to create a space where all team members feel heard, respected, and valued.

Development Ideas

- Boost collaboration. Consider how to collaborate on projects with colleagues whose views regularly differ from yours.
- Solicit feedback. Set a goal that encourages you to share your personal change goals with others—specifically those whose life experiences contrast with yours—and involve them in helping you be accountable.
- Develop others. Learn how to skillfully and effectively provide helpful feedback to others.



Build Relationships

Building relationships with others requires a deep understanding of people and their needs, which in turn requires one to be attuned to the nuances of different personalities. This allows the adaptable leader to tailor their interactions and communication styles to suit various individuals and situations and continuously adjust their approach based on feedback and circumstances.

Development Ideas

- Stay connected. Consider learning something new about each member of your team: i.e., personal issues that affect them, important events that have meaning for them, etc.
- Build trust. Think about setting a goal to improve the skill of intentional listening and practice that skill with your teammates.
- Be inclusive. Consider how you might consistently involve others with unique or diverse perspectives in your work.
- Support others' development. Consider setting a goal to learn about the career aspirations of your teammates and colleagues.
- Be open about yourself. Think of ways to share your own thinking, lessons learned, and new ideas.



Collaborate and Promote Teamwork

A highly adaptable leader is often highly collaborative because collaboration inherently involves engaging with diverse perspectives, ideas, and working styles, which necessitates flexibility. Collaboration exposes individuals to various viewpoints and approaches, allowing them to adjust their strategies and learn new ways to adapt to challenges and changes.

Development Ideas

- Build positive relationships. Consider a goal whereby you routinely and intentionally involve others in a project or series of projects you are working on.
- Display energy and excitement. Consider a way you can regularly share an optimistic statement or point of view about the company, the strategy, the people you work with, etc.
- Communicate clearly and often. Think about ways you can openly build and inspire others through recognition and appreciation for their efforts.



Coachability

Adaptable leaders regularly ask for feedback from managers, peers, and direct reports. Feedback is key to implementing changes without losing momentum and making informed decisions in real time.

Development Ideas

- Seek feedback. Visibly signal that you welcome feedback and ideas for improvement at any time.
- Respond to feedback in a constructive way. Practice getting curious, asking for specifics, summarizing for understanding, and expressing thanks.
- Reflect on feedback you receive. Earmark time regularly to pause, process, and consider what actions to take.
- Act with purpose on feedback insights. Set concrete and specific goals that show others that you have heard their feedback and are dedicated to improving.



Build Trust

By adapting to new challenges and environments, adaptable leaders show they are not rigid or self-serving. Their ability to pivot through uncertainty often involves transparent communication, decisive action, and a willingness to learn, all of which build trust.

Development Ideas

- Build positive relationships. Consider a goal that is focused on building up others through recognition, coaching, or mentoring.
- Exercise good judgment. Look for and identify a situation where change is needed.
- Demonstrate consistency. Establish a pattern of regularly asking others for feedback on aspects of your performance.

DEVELOPMENT IDEAS

- Brainstorming rules apply! Quantity is more important than quality.
- Brainstorm development ideas for your Strength Builder.
 - Think specifically about how you could use this Strength Builder to improve your adaptability.
 - Generate as many ideas as you can in the time given.

Development Ideas

Your Development Plan

Complete Section B: Development Goal.

- Review the development ideas you received and the ideas in your Strengths Development Guide.
- Identify something specific that you can do to improve your Development Focus.
- Tailor a goal that will work for you by asking yourself these questions.
 - Will this goal take me out of my comfort zone?
 - Is this a realistic goal for me given my present role and responsibilities?
 - Is this a goal that energizes me?
 - Will the attainment of this goal bring value to me and my organization?
 - Will I really do this?

Complete Section C: New Actions/Behaviors to Implement.

- Concentrate your actions/behaviors on achieving your Development Goal by asking yourself these questions.
 - What specific actions/behaviors can I do to achieve my development goal?
 - Can I realistically perform these actions/behaviors given my present role and responsibilities?
 - Will these actions/behaviors push me to perform on the edge of what is comfortable for me?

Complete Section D: Review Progress by asking yourself this question:

- On what date will I evaluate my progress?
 - Record this date in your time management system now.

DEVELOPMENT PLAN

A. Development Focus

Strength Builder:

B. Development Goal

C. New Actions/Behaviors to Implement

What **specific** new actions/behaviors will I take to achieve my goal?

D. Review Progress

When will I review my progress?

Record this date in your time management system.