



ADAPTABILITY®

PEOPLE EXCEPTIONALLY TALENTED IN THE ADAPTABILITY THEME PREFER TO GO WITH THE FLOW. THEY TEND TO BE “NOW” PEOPLE WHO TAKE THINGS AS THEY COME AND DISCOVER THE FUTURE ONE DAY AT A TIME.

People with strong Adaptability talents live in the moment. They don't see the future as a fixed destination. Instead, they see it as a place that they can create out of the choices they make right now. They discover their future one choice at a time. This doesn't mean that they don't have plans. But their Adaptability talents enable them to respond willingly to the demands of the moment, even if circumstances pull them away from their plans. They don't resent sudden requests or unforeseen detours. They expect them. Indeed, on some level they may actually look forward to them. They are, at heart, very flexible, and they can stay productive when circumstances pull them in many different directions at once.

ITS POWER AND EDGE

The genius of people with Adaptability talents lies in the way they respond to chaos: They can quickly change and respond to circumstances that would frighten or intimidate others. People with high Adaptability find ways to keep moving forward when the unexpected happens. Their natural ability to be in the moment can help others see the way forward.

IF ADAPTABILITY IS A DOMINANT THEME FOR YOU:

React immediately to the immediate — be a positive force for change.

- Your ability to take things in stride means that you can be a calm and reassuring influence on people who don't handle change well. Use your exceptional ability to handle stress by making yourself available to those who need your perspective.
- During times when the pressure is on, help your colleagues find productive ways to relieve stress and therefore make progress. You can be the spark that “unfreezes” them.
- Never apologize for your spontaneity. Instead, help others realize how many experiences might be missed if you don't seize the moment now.
- Avoid roles that demand structure and predictability. These roles will quickly frustrate you, make you feel inadequate, and stifle your independence.
- Look to others for planning. People who are strong in themes such as Focus, Strategic, or Belief can help you shape your long-term goals, leaving you to excel at dealing with day-to-day variations.

IF ADAPTABILITY IS A LESSER THEME FOR YOU:

If Adaptability is not a dominant theme for you, it doesn't mean that you can't or won't be flexible or that you can't handle change. It probably means you like to exert more control in your environment or are more comfortable with some sort of routine or structure.

- You may experience frustration when circumstances change and you are forced to abandon your plans. In these situations, you will want to regain control by pausing to reset priorities and making a new plan.
- There are times when you or others need to sort through uncertainty or change. When this happens, find out what tasks, functions, and activities are mandatory. Focus on the outcomes, not the steps. Find the best way to get there.
- When you experience change, it may be important for you to take time to reflect on the big picture. Understanding why things are happening may help you get back on track or establish new routines that work in the new normal.