

# ADAPTABILITY

**The best thing about the future is that it comes one day at a time.**  
- Abraham Lincoln

## Who are we?

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. Identify three or four occupations that reward those with the ability to live in the moment. Avoid professions that require rigid adherence to rules, operating procedures, and time controls. Interview individuals who work in organizations where the work is experimental or discovery oriented. Look for recurring themes and behaviors these people share. —Gallup CliftonStrengths

## I am...

**I am** a here-and-now person.  
**I will** react with immediacy to the immediate.  
**I love** spontaneity.  
**I dislike** predictability.  
**I bring** a willingness to follow the lead of change.  
**I need** pressures that demand immediacy.

## Power, Joy, Beauty & Hope

**My Power** is that I am never ruffled.

**My Joy** comes when I make the right change that leads to progress.

**My Beauty** is that I can go with the flow and bring peace and calm to the moment.

**My Hope** comes from knowing that however things change, I will be able to adjust.

## Reflection Questions

1. What are your strategies for handling sudden change?
2. How have you used your flexibility to be successful?
3. How do you respond when you experience unexpected challenges or setbacks?

## Action Verbs

Acclimated	Balanced	Moderated
Accommodated	Complied	Modified
Adjusted	Conformed	Reacted
Adopted	Converted	Remodeled
Altered	Familiarized	Responded
Amended	Harmonized	Revised
Anticipated	Integrated	Tailored

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*In Your Career*

## Job Search

**Your adaptability talents** help you benefit from happenstance since you are open to any potential opportunity and are comfortable with the unknown. Your flexibility helps you cope with the stress that comes from the job search.

**Search for careers that** do not have rigid guidelines and procedures. Instead focus on careers that emphasize flexibility and have a variety of work, tasks, or responsibilities.

**Tips:** Making schedules and keeping track of contacts may be boring for you but find a way to make it more interesting because it is a vital part of the job search.

## Interview

**Highlight** your ability to react and respond to various incidents and people.

**In job interviews,** you naturally respond fluidly to any question the interviewer throws at you. You especially excel at 'pressure' questions that depend solely on quick, adaptable thinking. You often have a variety of experiences to draw upon when answering questions.

### Example questions:

- Describe your response to a change you did not like.
- How do you handle multiple tasks or projects?
- Tell me about a time that you had to learn a new task at work.

**Tips:** Despite how you are skilled at living in the present, try to also discuss long-term goals and future plans, especially those involving the company that is interviewing you.

## New Position

**Your adaptability talents** may unintentionally reflect a passive nature. Try to show others you can accomplish tasks. Offer to help where you can and show off your "jack of all trades" ability to jump in when needed.

**Remember to** speak up when the opportunity presents itself and your opinion is requested.