



Competencies that are addressed:

PRIMARY COMPETENCY CATEGORIES:

• Adaptability—

Open-minded to new ideas. Demonstrates flexibility when faced with changes in work expectations and environment. Responds to situations while maintaining a positive attitude.

• Change Management—

Proactively seeks opportunities to redirect self, others, and the organization to achieve desired results.

RELATED COMPETENCY CATEGORIES:

• Stress Management—

Differentiates between positive and negative stress. Maintains a balance between productive and unproductive attitudes and behaviors.

• Creative Thinking—

Innovative. Incorporates existing ideas and new ideas in a unique approach to resolve issues and capitalize on opportunities.

Adjust to Change

SUMMARY

In this module you concentrate on the aspects of workplace change that are within your control. You commit to adapting your work patterns to meet the challenges of change. You examine ways of adapting your attitudes so that you are ready to meet the difficulties of a changing work environment. You commit to being flexible and productive when change happens, so that you make a positive impression on others in the organization.

CONTEXT

Considering the ever-accelerating rate of change in today's workplace, there may be no more important skill than the ability to adapt successfully to change. Sometimes, adapting to change comes easily. You enjoy the challenge and opportunity that the change presents. Other times you find yourself resisting change, focusing on what you might lose as a result of the change, rather than on what you might gain. Your ability to adapt to workplace change is usually closely observed by leaders and team members, so it is important to adapt productively and positively, no matter how you might feel personally about the change.

At the completion of this module, participants will be able to:

- Define the challenge of change
- Adapt our personal patterns and attitudes
- Commit to principles for adapting to change

"More important than change itself is the speed of change we face today. The amount of time it takes to double our knowledge in many fields has gone from being measured by centuries to being measured by months."

—Anonymous