



Adaptability[®]

THEME DESCRIPTION

You live in the moment. You don't see the future as a fixed destination. Instead, you see it as a place that you create out of the choices that you make right now. And so you discover your future one choice at a time. This doesn't mean that you don't have plans. You probably do. But this theme of Adaptability does enable you to respond willingly to the demands of the moment even if they pull you away from your plans. Unlike some, you don't resent sudden requests or unforeseen detours. You expect them. They are inevitable. Indeed, on some level you actually look forward to them. You are, at heart, a very flexible person who can stay productive when the demands of work are pulling you in many different directions at once.

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.

ADAPTABILITY IN ACTION

Words that might describe a person with dominant Adaptability talents:

flexible
 responsive
 easygoing
 present
 in the moment
 spontaneous
 agreeable
 existential

ACTION ITEMS

- Openly use your reassuring demeanor to soothe disgruntled friends, colleagues and customers.
- During times when the pressure is on, help your colleagues find productive ways to relieve the pressure and make progress. You can help them see how the new approach will be beneficial to the group.
- Allow yourself to purposefully wander about, seeking opportunities to respond to people and situations that need your attention. Your natural ability to shift gears can help you be an excellent problem solver.
- Fine-tune your responsiveness. For example, if your job demands unanticipated travel, learn how to pack and leave in 30 minutes. If your work pressure comes in unpredictable spurts, practice the first three moves you will always make when the pressure hits.
- Never apologize for your spontaneity. On the contrary, 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 help with planning. People who are strong in themes such as Focus, Strategic or Belief can help you shape your longer-term goals, leaving you to excel at dealing with the day-to-day variations.