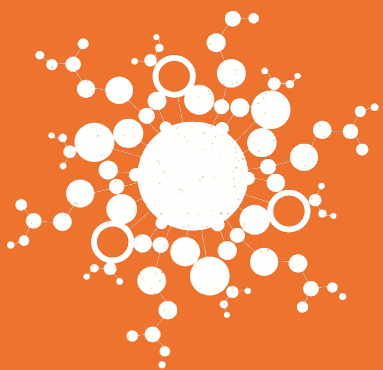




Grow your adaptABILITY



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Grow your adaptABILITY

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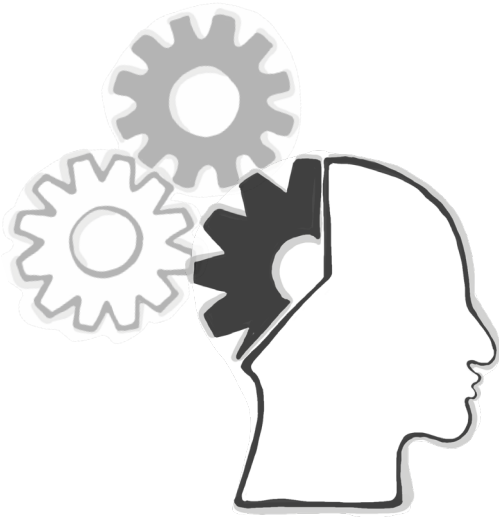
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Grow your adaptABILITY

Connecting the world by non-formal digital education.

The 6th edition of Connector aimed to create the virtual space and context in which people involved in learning can become familiar with and put in practice different non-formal learning methods. Even though it took place online, the event will kept its participative and interactive approach, with a focus on direct experience.

CONNECTOR 2021 workshop

We were already living in a world characterized by growing volatility, uncertainty, complexity and ambiguity when the pandemic came to deepen the discomfort we experienced. Some manage to deal with the discomfort better than others; some sink in deep uncertainty while other navigate change with ease. What are the elements that make this difference? Is this natural endowment or a skill that one can develop?

In this workshop we explore a research-based model of adaptability built around 3 main dimensions: ability, character and environment. We will learn to explore individual adaptability and identify dimensions for change and growth that can make our adaptability journey faster and less painfull.



Cristina Rigman

Cristina Rigman is a passionate Leadership & adaptABILITY Strategist, Speaker, Trainer & Coach. She works to help people matter and get comfortable with change by identifying and amplifying human potential, enhancing adaptABILITY, clarifying vision and harmonizing teams. Cristina is certified practitioner in Adaptability Quotient (AQ) Assessment & Coaching and certified behavioral analysis consultant in the Maxwell DISC method. After a successful 20 years career in the nonprofit sector, Cristina started freelancing, offering specialized services in strategic planning, organizational development, program & people development, project M&E, and impact measurement.

Cristina is guided by integrity, passion, courage and balance, the fundamental values that give meaning to her life and her work.



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What is it?

What is adaptABILITY? First and foremost, adaptABILITY is a skill that can be developed! Second, it is the one of the top 5 skills in 2019 and 2020 on LinkedIn and the most desirable soft skill of 2021 on Ladders.

More specifically, *adaptABILITY is a feature enabling people and organizations to adopt successful behaviors to effectively respond to uncertainty and change.*

It might seem simple and straightforward: we change behavior to respond to uncertainty and change and it's done. Well, assuming you know what is the most appropriate way to respond to uncertainty and change, try changing behavior, and then let's talk about it.


John Maxwell says: *"The biggest gap in the world is between what we know and what we do."*

Even when we know what we need to do, it is hard if we do not have the habit of doing so. Under uncertainty and change, we might not know what to do or how to do what we (think) we need to do in order to adjust to changes. And it takes time to find out what to do and to reach the point where we have the right approach and the needed skills in order to do things successfully. We need constant practice for successful adaptABILITY!

LADDERS *fast on your feet*

Here, the most desirable soft skills of 2021:
Adaptability and versatility





*”When opportunity
comes, it is
too late to prepare.”*

John Wooden, legendary basketball coach

Learning objectives

They say opportunity doesn't know twice, so one needs to be fully prepared to take advantage of it. They also say there are plenty of opportunities around us, but not all of us can see and seize them. So, what's the magic formula of successfully taking advantage of an opportunity? How does one end up on the right side of being lucky? Well, there seems to be a formula for this:

PREPARATION+ATTITUDE+ACTION+OPPORTUNITY=LUCK

*John Maxwell, law of **intention** (15 Invaluable Laws of Personal Growth)*

Apparently, opportunity only finds those who are already prepared to see and seize it, who have developed the right attitude and are constantly in action. They are the ones considered "lucky", when they were only well prepared and in action.

Since the rate of change around us is exponentially increasing every year, all preparation and attitude need to be constantly adapted to these changes, so when opportunity comes, we are all very well prepared to take advantage of it.

The **Grow your adaptABILITY** method has two main learning objectives:

- (1) To enable you to understand what influences your adaptABILITY
- (2) To encourage you to train your abilities to become more adaptABLE

User Warning!!!

- (1) This is a marathon, not a sprint. If you expect immediate results, don't.
- (2) This is a process, not an action. If interrupted, you have to start all over again.
- (3) This is not easy. Overnight success is the actual result of years of work.
- (4) Having a friend or a responsibility partner will make a difference.

The Method: 7 STEPS to Grow your adaptABILITY

(Preparation, Delivery,
Evaluation)

You can start to
Grow your adaptABILITY
individually or in a group.

There are 7 steps
to grow your adaptABILITY.

Before you start,
remember the User Warning
and be ready to expect the
unexpected.

1. *Gain awareness of the bigger picture*

2. *Understand yourself*

3. *Assess your current level of
adaptABILITY*

4. *Make a plan*

5. *Work on yourself*

6. *Adjust your environment*

7. *Measure changes & continue working on yourself*

- Reflect on your reactions
- Explore your personality
- Map changes in your immediate environment
- Take the **AQme** assessment
- Grow your key abilities (growth mindset & resilience)

Why grow your adaptABILITY?

In case you are not yet sure you want to grow your adaptABILITY, let's clarify why you should decide to grow your adaptABILITY. Here are some facts:

- 40% of the jobs that exist today will not exist in 10 years' time (World Economic Forum)
- \$15 billion is the estimated lack of adaptability cost for US businesses (human resources failing to adapt or adapting too slow to the changes in technology) (World Health Organization)
- 375 million people may need to switch occupations and learn new skills (McKinsey & Co)
- 61% of employees have experienced mental health problems due to work (Mercer)
- Covid pandemic has accelerated the digitalization progress with 10 years (European Commission)

STEP 1: Gain awareness of the bigger picture

The current context marked by the Covid-19 pandemic is the perfect opportunity to start exploring the bigger picture. If you used to think that what happens in Asia has no effect in Europe and what happens in Africa has no effect in South America, Covid-19 pandemic has proved this wrong and has shown that the butterfly effect theory holds true. Here are some questions to ask yourself and/or your team / group in relation to the changes brought along by the pandemic:

- Did you surprise yourself in any way with your thoughts / reactions / feelings in the first month of the crisis?
- In what way did your personal and/or family daily routine change because of the crisis?
- In what way did your daily work routine change because of the crisis?
- In what negative ways did the crisis affect you / your employer?
- What are some global trends you see emerging because of the crisis?
- Is your mission / service still relevant in the crisis context?
- Are there any changes brought about by the crisis that you would like to keep after the crisis will be over?
- What was the most difficult thing for you during the crisis?
- In what way are you a better person because of the crisis?
- What changes can you make in your life and work so that you become more crisis-proof?

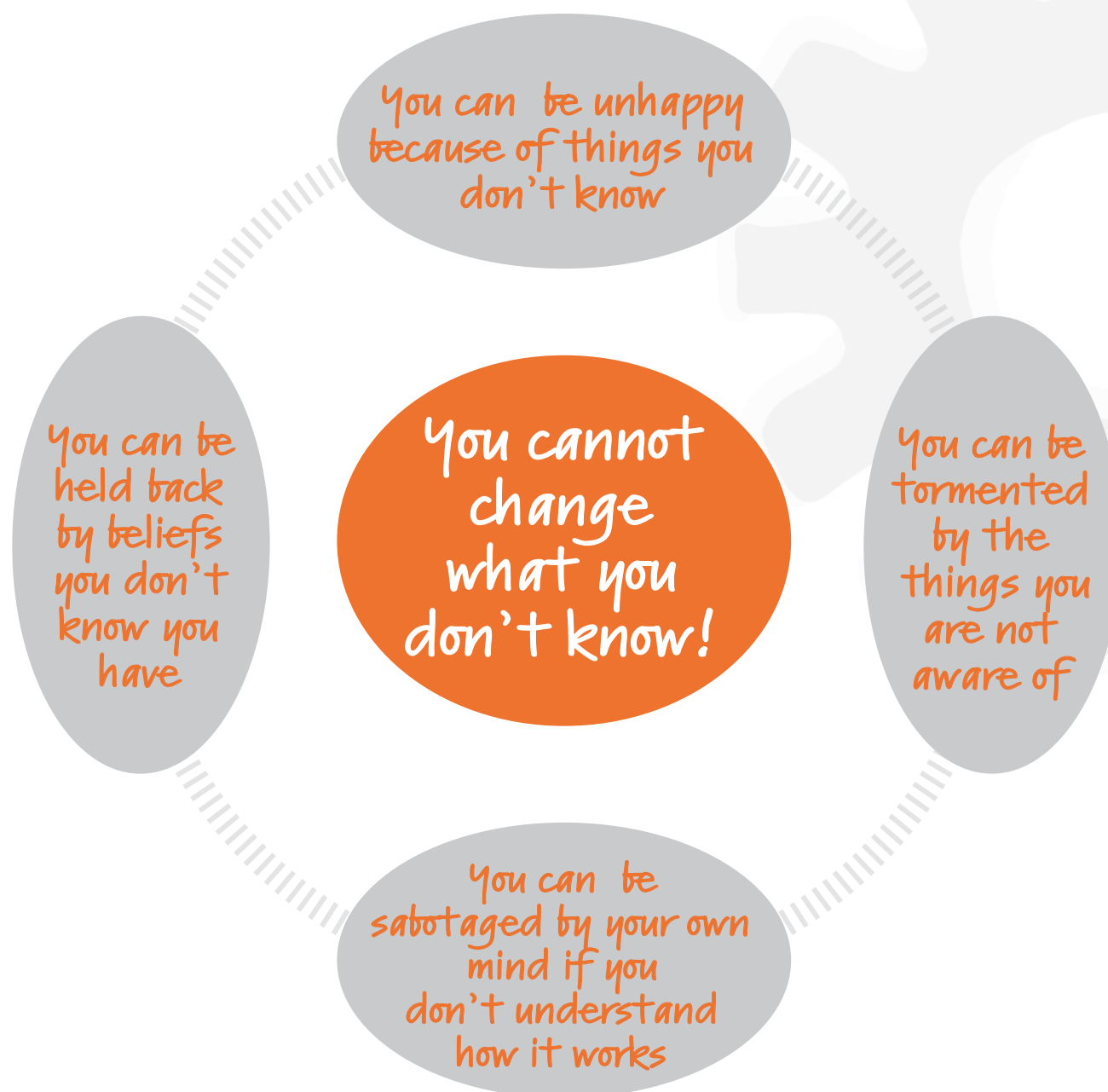
STEP 2: Understand yourself

If you were honest in responding to the questions under the first step, especially the first question, it should have become already clear why it is important to understand yourself. If you are still in doubt, let me enlighten you at once: you cannot change what you don't know! But there are lots of feelings you can experience because of those things you don't know or are not (yet) aware of, as in the image on the right. That is why knowing yourself is a key step in growing your adaptABILITY.

To go out of this circle, you need to know and understand yourself better. There are countless tools available to explore your thinking style, your mindset, your personality, your character strength, your internal saboteurs, your adaptability, your resilience, your conflict management style and so on. Here are some examples of such tools:

- Myers-Briggs (MBTI)
- Maxwell DISC
- VIA Character Strength
- Internal Saboteurs

In addition to exploring your personality to better understand yourself, you should constantly watch your environment: is it supportive of your growth and adaptability or it is holding you back and blocking your change processes? We will explore this more under Step 6 – Adjust your environment.



STEP 3: Assess your current level of adaptABILITY

Peter Drucker, acknowledged as the father of modern management, said it simple and strong: *if you can't measure it, you can't improve it*. Because if we don't know where we start from, we don't know how far we got and if we went in the right direction. Assessments of concepts like intelligence, personality, and emotional intelligence have been around for quite some time. We can date the IQ (intelligence quotient, as a general indicator of cognitive intelligence) back almost 100 years ago, while the DISC and MBTI personality and behavior assessments date back 60 years ago, and EQ (emotional intelligence quotient) has joined the club 30 years ago. In 2020, the AQ (adaptability quotient) came into being and is now striving to take its right place among the psychometrics.

AQ is a product of Adaptai, a UK and Wales start-up, managing the actual assessment and building up a community of certified practitioners. AQai is an assessment powered by AI (artificial intelligence) in the form of a conversational assessment guided by a chatbot and hosted on a platform that provides not only the assessment report, but also AI powered coaching resources to enable everyone to start growing based on their AQ assessment results. All details are available on www.aqai.io website.

The AQai model is based on three main dimensions:

- Ability
- Character
- Environment

Each dimension has 5 key elements that together make up the AQ measure.

The AQai assessment is taken individually and can be aggregated for team reports with additional information on reskill index and change readiness.

STEP 4: Make a development plan

Have you noticed that a tree grows constantly throughout its lifetime, but some people stop growing at some point in their lives? Sometimes growth comes with age, but sometimes age comes alone. Adapting to the dynamic world we now live in requires permanent growth and development from each of us. But how do we grow? How do we stick to the plan? How do we know we've grown?

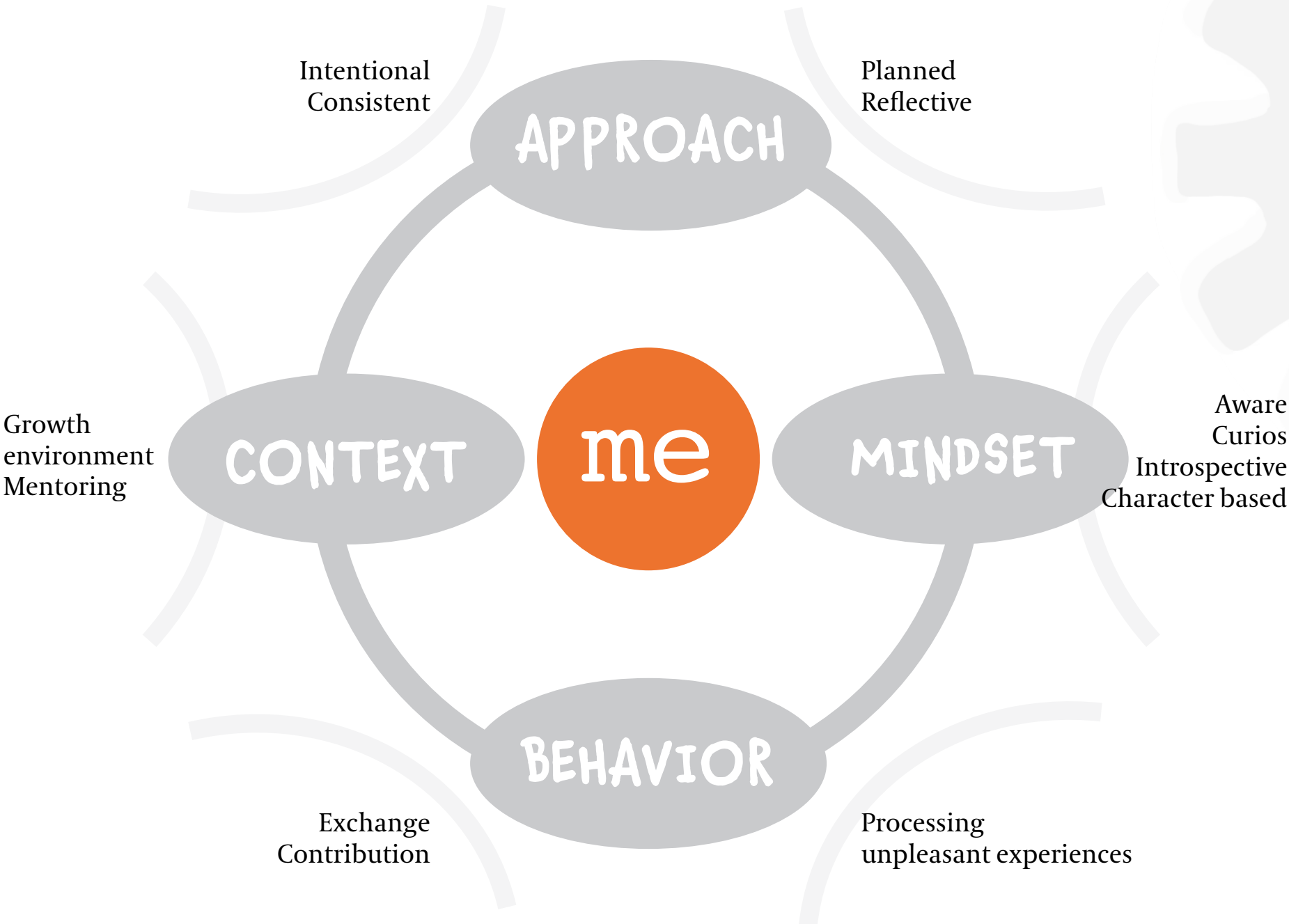
Making a development plan is a first step towards constant growth that you can take. Be careful to not fall in love with the plan, instead of your destination, which is a better version of yourself. Here are 4 key elements to consider when planning your personal growth:

- (1) How do you approach this process?
- (2) What is the mindset you set off with?
- (3) Which is your most usual behavior?
- (4) How is your context influencing your growth?

Personal growth will only happen if it is intentional and consistent. For this, you need to make a plan and constantly reflect on your progress and learning. You must start with lots of curiosity and very few certitudes, be introspective and explore your character. Make sure you are willing to pay the price and learn from the unpleasant experiences. If your environment is holding you back, change it!

Personal Growth Process

Based on *15 invaluable laws of growth* by John Maxwell/ Synthesis by Cristina Rigman

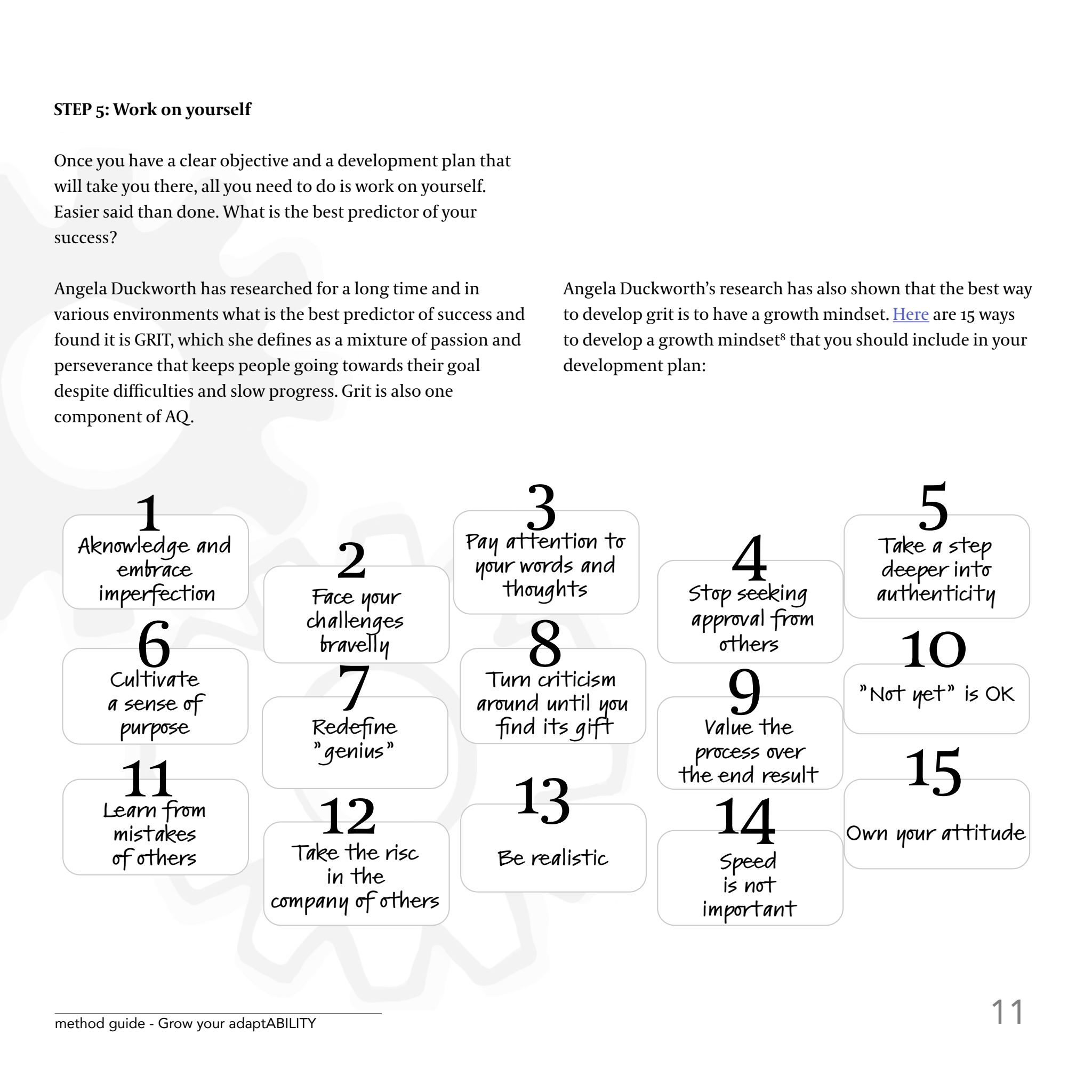


STEP 5: Work on yourself

Once you have a clear objective and a development plan that will take you there, all you need to do is work on yourself. Easier said than done. What is the best predictor of your success?

Angela Duckworth has researched for a long time and in various environments what is the best predictor of success and found it is GRIT, which she defines as a mixture of passion and perseverance that keeps people going towards their goal despite difficulties and slow progress. Grit is also one component of AQ.

Angela Duckworth’s research has also shown that the best way to develop grit is to have a growth mindset. [Here](#) are 15 ways to develop a growth mindset⁸ that you should include in your development plan:

- 
- 1
Acknowledge and embrace imperfection
 - 2
Face your challenges bravely
 - 3
Pay attention to your words and thoughts
 - 4
Stop seeking approval from others
 - 5
Take a step deeper into authenticity
 - 6
Cultivate a sense of purpose
 - 7
Redefine "genius"
 - 8
Turn criticism around until you find its gift
 - 9
Value the process over the end result
 - 10
"Not yet" is OK
 - 11
Learn from mistakes of others
 - 12
Take the risk in the company of others
 - 13
Be realistic
 - 14
Speed is not important
 - 15
Own your attitude

Another key skill to grow your adaptABILITY is resilience. Kathryn Connor & Jonathan Davidson have developed a 25 items [resilience scale in 2003](#). You can calculate your resilience score by rating each of the 25 items below according to the scale from 0 to 4. The maximum score you can get is of 100.

As close to this you score, as resilient you are. After filing it is, check the items you score 2 or lower and include them in your development plan.

Your Resilience Score	o
1. Able to adapt to change	
2.Close and secure relationships	
3.Sometimes fate or God can help	
4.Can deal with whatever comes	
5.Past success gives confidence for new challenge	
6.See the humorous side of things	
7.Coping with stress strengthens	
8.Tend to bounce back after illness or hardship	
9.Things happen for a reason	
10.Best effort no matter what	
11.You can achieve your goals	
12.When things look hopeless, I don't give up	
13.Know where to turn for help	
14.Under pressure, focus and think clearly	
15.Prefer to take the lead in problem solving	
16.Not easily discouraged by failure	
17.Think of self as strong person	
18.Make unpopular or difficult decisions	
19.Can handle unpleasant feelings	
20.Have to act on a hunch	
21.Strong sense of purpose	
22.In control of your life	0=Not at all
23.I like challenges	1=Rarely true
24.You work to attain your goals	2=sometimes true
25.Pride in your achievements	3= often true
	4=Nearly always true

STEP 6: Adjust your environment

You might think having strong will and motivation will be enough to enable you to grow. But the most important ingredient of your personal growth is actually your environment. The people you surround yourself with and the set-up of your space are key elements in supporting or blocking your growth.

Assess how supportive is your environment by responding with yes or no to the 10 statements below. If you respond yes to less than 5 statements, you need to consider a serious change in your environment.

1. Other
are better
than me

2. one is always
challenged

3. we always
focus on the future

4. the atmosphere
is growth focused

5. one is often
outside of the
comfort zone

6. we wake up
enthusiastic

7. failure is not
the enemy

8. the other
is growing

9. people
embrace change

10. growth
is planned
and expected

Based on *15 invaluable laws of growth* by John Maxwell

Change has to start within yourself. Once you've changed, your environment will not seem fit anymore. You can start a change process with the people in your environment, or you can decide to make a radical change and join a completely new environment. Being the best in class might be comfortable and rewarding, but on the long term will generate capping, and eventually stop your growth.

STEP 7: Measure changes & continue working on yourself

We need to know we are progressing towards our goal to keep making the necessary effort to succeed. How do you know you're making progress? And what does progress mean for you? Well, you should decide this when you plan your development. Here are some steps you can take to measure changes and continue working on yourself:

- Set intermediary targets
- Have a responsibility partner
- Celebrate small successes
- Be patient & allow the necessary time before expecting results
- Pay the price (this is not always about money)
- Don't be afraid to make mistakes
- Learn from your mistakes
- Be consistent

"Never underestimate the compounding effect of consistency."

John C. Maxwell

If you feel lost on the way, stop and ask yourself what are you doing now. Identify what is different from the old normal, what you're missing and you're pleased not to have anymore. Double check that you have all it takes for the never normal: growth mindset, above average resilience and a lot of grit.

What are you doing new ?

WAITING...

...to go back to normal?

EXPECTING...

...the new normal?

GETTING READY...

...for the never normal?

Why we use this method?

Grow your adaptABILITY method is a comprehensive approach to growing key skills and abilities that contribute to your overall level of adaptABILITY. This is like a muscle: the more you practice, the more it grows. The more you challenge yourself in real-life type environments, the more prepared you are when facing the actual challenges of adapting to whatever the old-new-never normal will look like. The future belongs to those who are most adaptable to change. It is never too late to start working on your adaptABILITY.

How it can be used in E+/ESC context?

Grow your adaptABILITY method can be used integrally or partially is supporting the learning processes of all types of learners engaged in Erasmus+ and ESC projects.

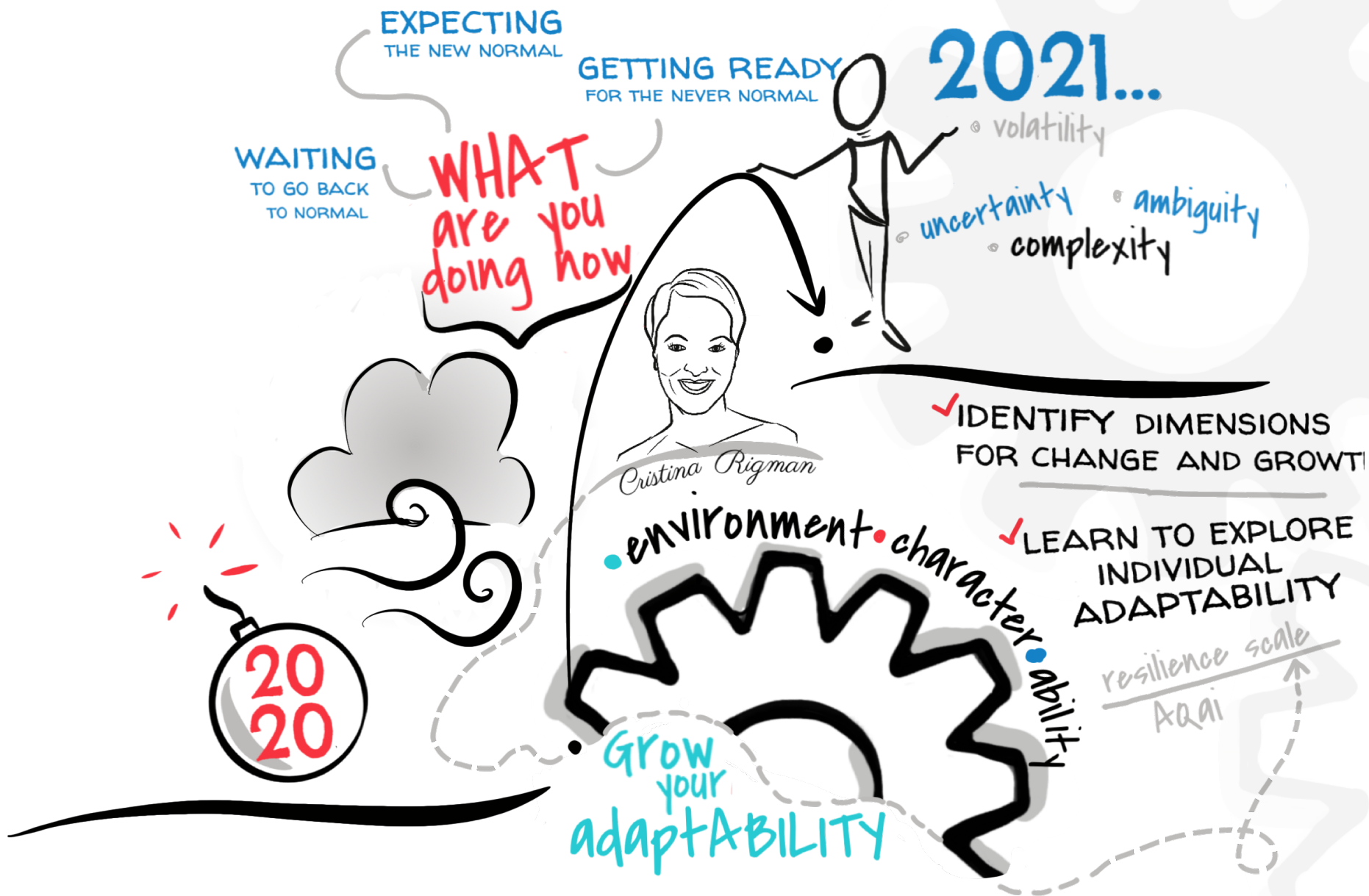
Taking all or some of the suggested assessments will enable learners to understand themselves better and identify specific learning and development areas that need their focus.

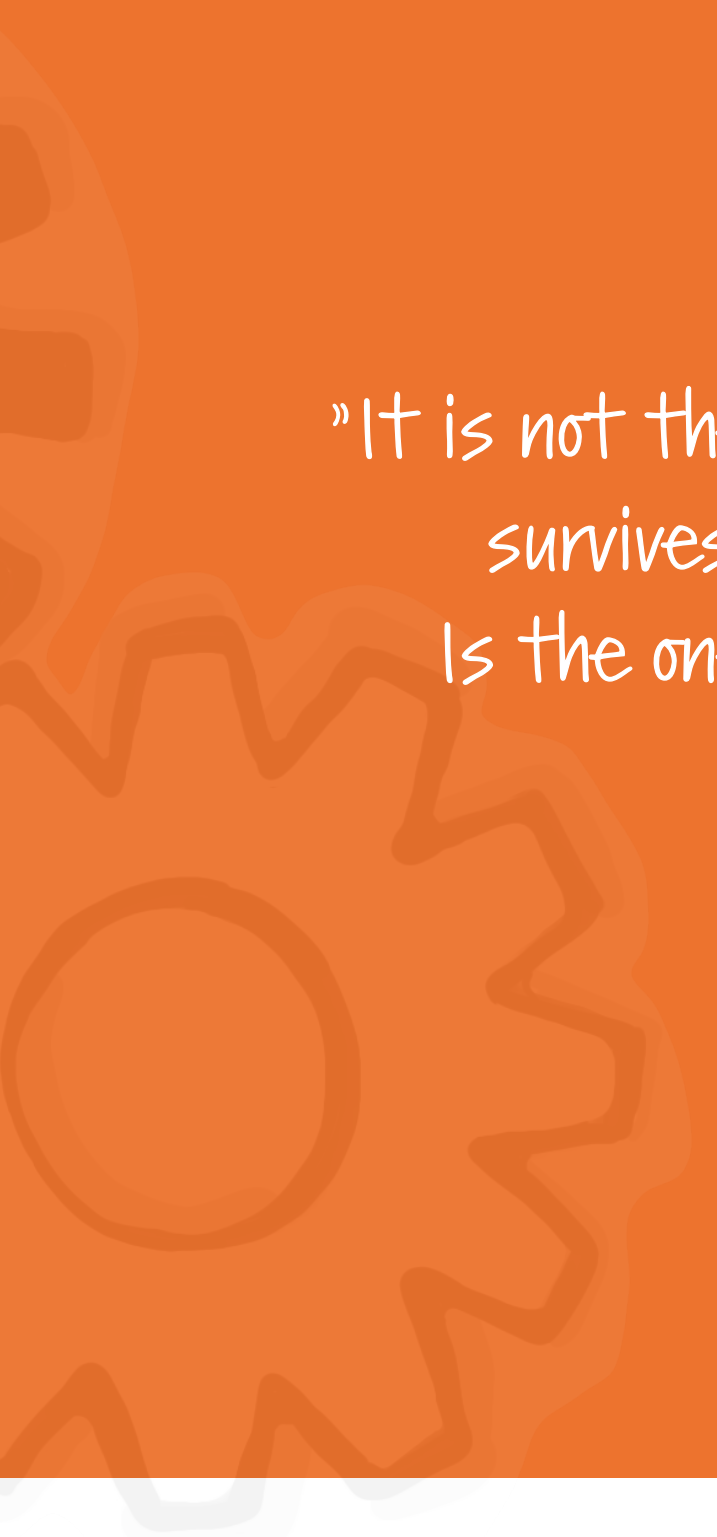
The method can also serve as basis for developing tailored training and job shadowing experiences for learners of all ages.

Communities of practice and resources

Community of Adaptability Assessments & Coaching
Certified Practitioners www.aqai.io

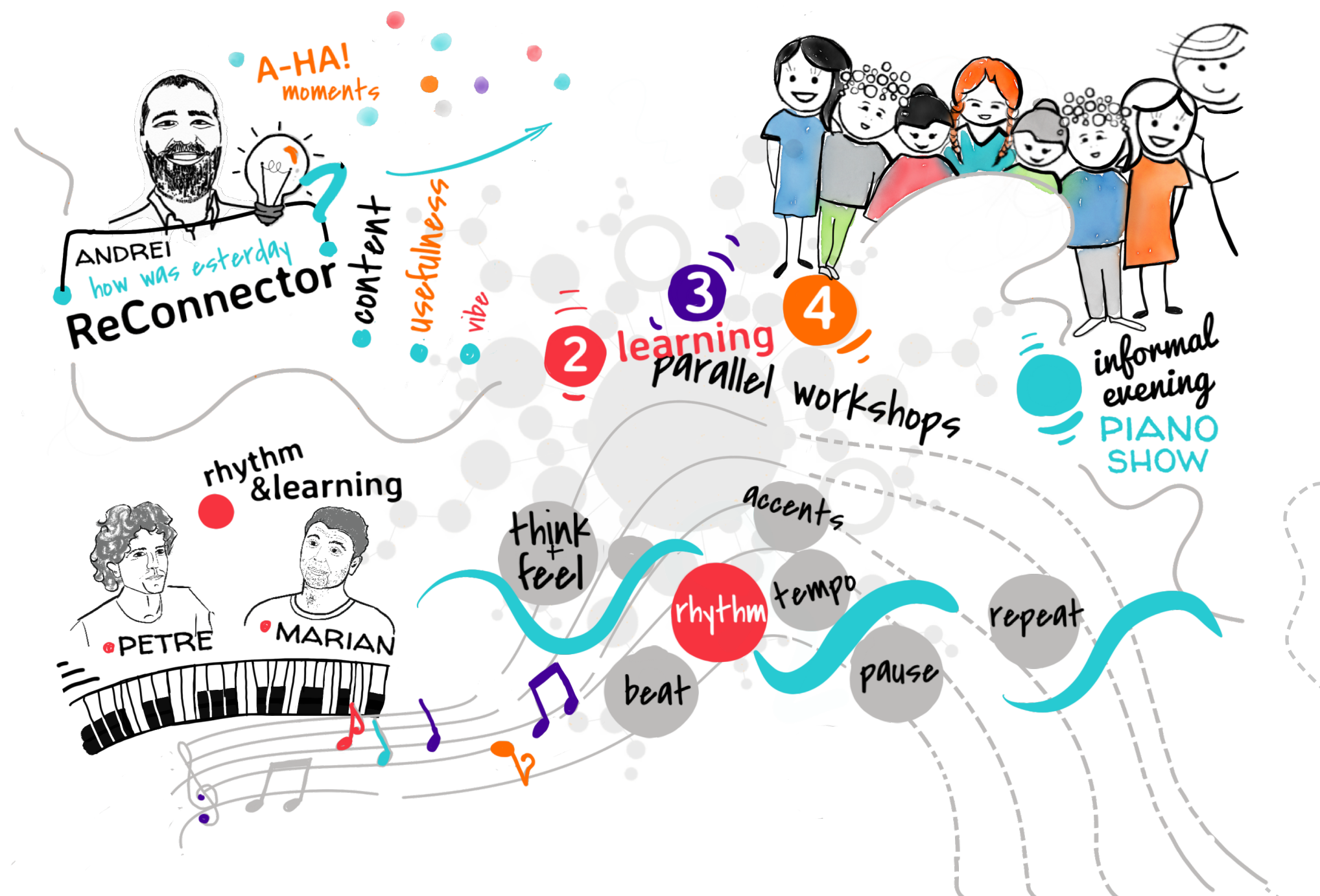
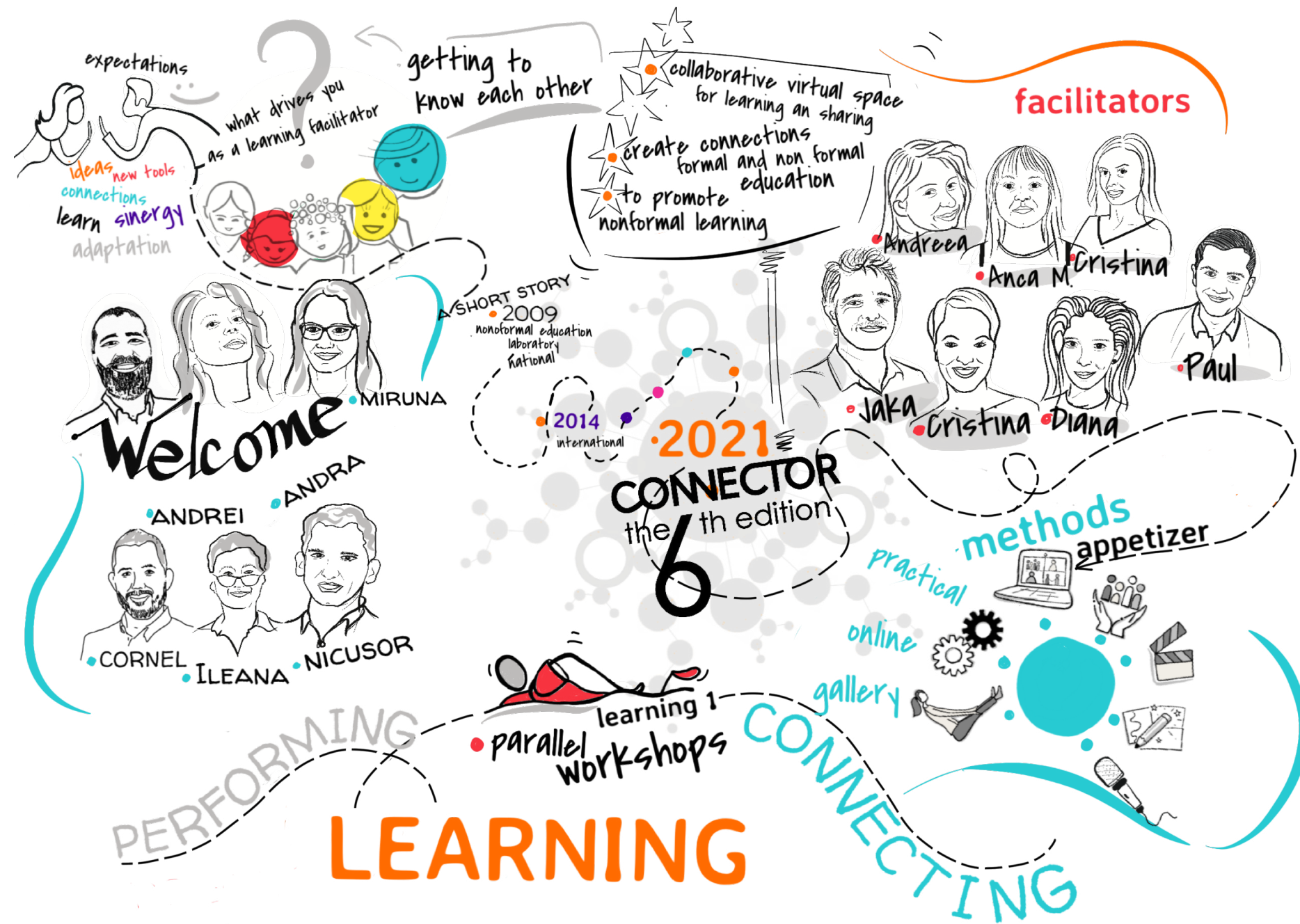
Taking the AQme & AQteam assessments www.aqai.io



A faint, stylized gear graphic is visible on the left side of the slide, rendered in a lighter shade of orange than the background. It has a circular center with a series of teeth around its perimeter.

"It is not the strongest of the species that survives, nor the most intelligent. Is the one most adaptable to change"

Charles Darwin



DAY 1

Welcome day and connect to the world by non-formal digital learning. This first day was about: getting to know each other - *digitally, but equally interactive, participative and friendly* - finding out Connector's story, presenting the facilitators & methods, appetizer of the methods, ending with 7 parallel workshops about the Connector methods.

DAY 2

We started reconnecting together in the plenary. Special guests brought some rhythm & learning. And then, together with the facilitators, participants got back to discover Connector methods in the second learning session, dedicated to it. And we enjoyed a nice atmosphere, in the informal evening.

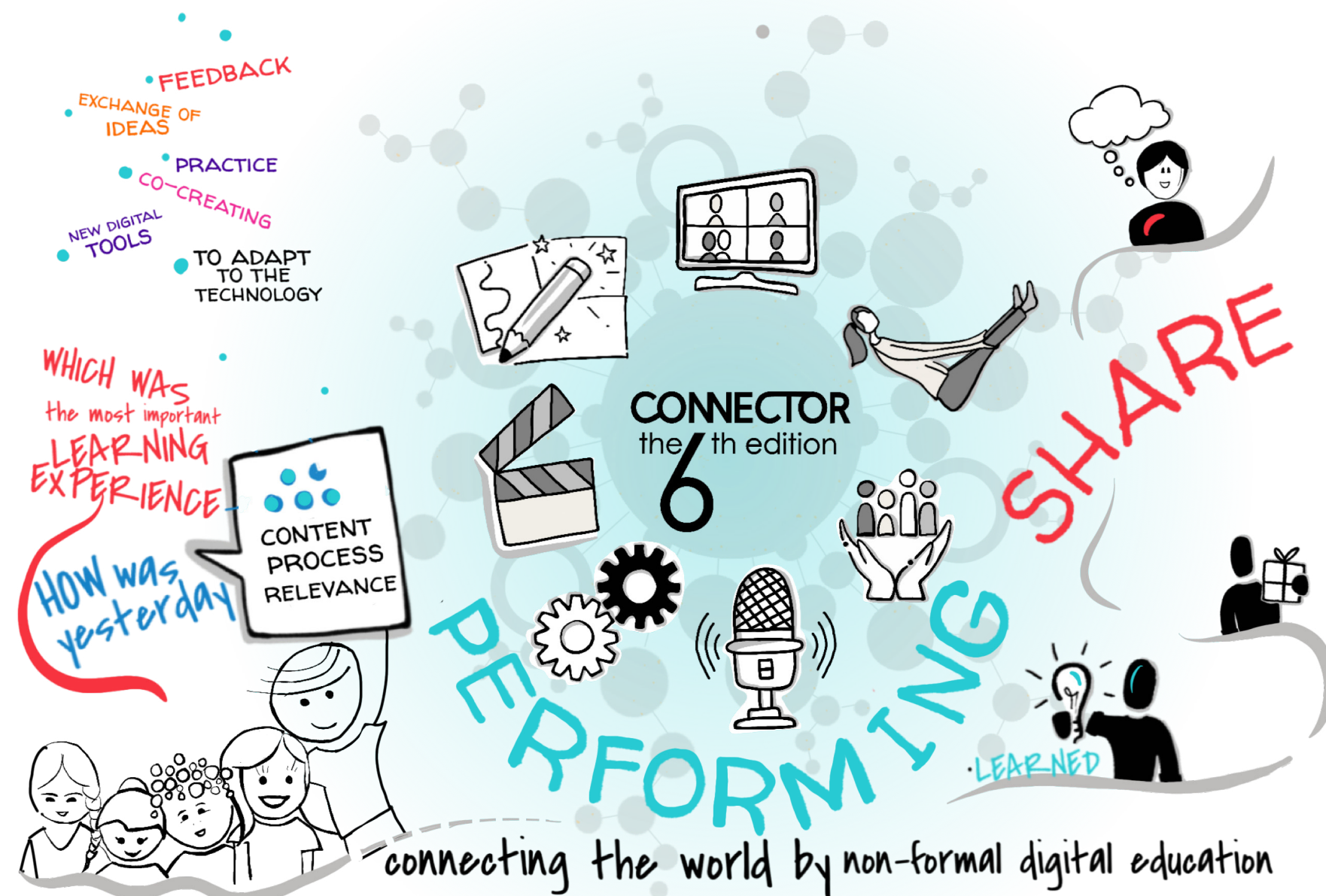


DAY 3

Reconnected some more in the plenary with a new special guest: this time exercising body and mind together for better learning. The 7 parallel workshops continued.

DAY 4

Connector 6.0's last day. The best way to start it: together! And since it was a sharing day, it was time to spread nonformal learning methods back to organisations and communities!





CONNECTOR

is an international event focused on nonformal learning
and organised every year by

ANPCDEFP

National Agency for the Community Programmes in the field of Education and Vocational Training
(Romanian NA for European Solidarity Corps and Erasmus+)

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