

Adaptability

Definition

Adapts quickly to changing circumstances by flexing own approach and behavior towards the desired goal. Responds effectively to change demonstrating flexibility, agility and resilience.

#Agility #Change #Resilience

Mindset

WE NEED LESS OF THIS	WE NEED MORE OF THIS
Sees change as a problem: “This change will not work; this is the way we have always done here”.	Change is perceived as an opportunity to try or learn something new.
“I cannot share my work with my colleagues yet as it is not 100% ready.”	“Working on a concept that is 80% ready is fine, I can share, get feedback and enhance ‘on the go’.”
“Why do I need to change and adapt? They are the ones who need to change.”	“I didn’t see that coming but let me think about it and understand how to adapt.”

Adaptability

Behavior anchors

1. Emerging

- Demonstrates positive attitude and resilience towards change.
- Reconsiders own ideas and perspective and adapts own activities and behavior to quickly meet and support changing demands.
- Understands that change is constant and has an impact on the business environment, own tasks, policies, procedures, and strategy.
- Flexes own approach and behavior when required by changing circumstances to get a task done and/or meet goals.

2. Evolving

- Adapts to new situations and circumstances by adopting new methods, processes and/or tools.
- Adjusts actions flexibly if needed and delivers solutions for overcoming obstacles.
- Responds flexibly and effectively to changing customer demands, new technologies and business trends, and working environments, while collaborating with others.
- Evaluates and decides what approach to take based on the demands of the situation or the needs of the person; this may involve changing guidelines, processes, outcomes, etc.

3. Influencing

- Analyzes the impact of change and initiates it without losing sight of the strategy and goals; changes direction rapidly to attain the objectives.
- Questions and revisits own ideas and approaches, and changes strategy when existing approach proves ineffective.
- Recognizes resistance to change and encourages others to flex their approach and behavior while explaining to them the benefits of change.
- Communicates change with optimism and a sense of urgency while supporting others throughout it.

4. Transforming

- Anticipates, evaluates and adapts to change by continuously scanning the internal and external business environment, market and technology trends.
- Enthusiastically promotes change and bounces back in the face of barriers or obstacles.
- Clearly articulates a sense of urgency to change, and successfully manages resistance through engaging others, while celebrating quick wins.
- Even in the most rapidly changing ambiguous situations, is willing to reconsider strongly held ideas to positively contribute towards new demands.

Adaptability

How it helps



Me

Learn new skills, build resilience, be ready for today and tomorrow.

By adapting to new situations, I will learn new topics which will help me to grow and feel more confident when new changes arise.



My Team

Help others to understand and navigate change.

By listening to others, flexing individual working styles and adapting to each others' needs, we will be able to help others navigate through the change.



Konica Minolta

Increase time to market, response to customers, support and enable digital transformation.

By being able to quickly adapt to changing circumstances, the people of our organization will all contribute towards the organization being more agile and competitive.