



Class 6 Adaptability



GROUND RULES

Announce the following rules to ensure a supportive, inclusive, and engaging classes

- 1 Please turn off your audio and video while on the session unless the Instructor asks you to do so. This is to minimize disruption during the sessions.
- 2 Feel free to ask questions by using the Chat feature. In between the session, the Instructor will take a look at your questions and answer them.
- 3 As such, please reserve the Chat Box as a space to ask questions and refrain from using it for idle chat and unrelated conversations.
- 4 This is a place to learn and share our experience. Let's open our mind to other people's stories and understand each others' perspective.
- 5 No idle browsing or chatting during class. Hands off phones or other devices that may distract you from giving your full attention.

Learning Objectives

- 01.** Understand the importance of being an individual with strong adaptability skills
- 02.** Identify the various aspects in workplace that requires a person to be adaptable
- 03.** Understand and adopt the right mindset in order to promote resilience and succeed in career



Class Exercise

Duration: 5 minutes

Name 3 new things that you DO during physical distancing period.

Share your answer on www.menti.com and key in the code.

THE
DAILY
SOCIAL
DISTANCING
SHOW



DOS AND DON'TS OF QUARANTINE NEIGHBORING

Checking-in your Understanding of the Module:

5 Ways of Adaptability:

1. Ways of Interacting
2. Ways of Achieving
3. Ways of Learning
4. Ways of Working
5. Ways of Thinking

Instructions:

1. Prepare a pen and your notebook.
2. Write down your biggest key learning from 1 of the 5 Ways of Adaptability.
3. You have 10 minutes to complete the Activity.
4. Share it to the Class when time's up.

VUCA World



The New
Normal

- Changes are quicker to occur
- It becomes more difficult to predict what's going to happen
- There are a lot of factors that are interdependent and influence each other
- Lack of clarity in understanding a situation or phenomenon

You Become What You Believe.



This is a picture of a 14-year old student in Papua who was still in 2nd grade. She didn't know how to read and count.

If you were her parents and wanted her to focus on one subject so she can succeed in life, which course would you want her to focus in?

-  1 Sports
-  3 Mathematics
-  2 Arts and Handicrafts
-  4 Vocal

The power of mindset



Mindset → Action → Growth

Ways of Thinking

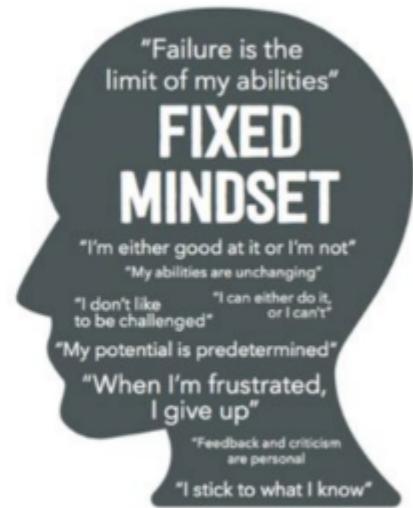


*Carol Dweck -
Author of "Mindset: The New Psychology of Success"*

Fixed Mindset and Growth Mindset

Fixed Mindset The Self-Limiting Beliefs

This belief believes that people were born with a set of abilities and character which **cannot be changed** throughout the person's life.



Examples of Having Intrinsic Fixed Mindset (towards yourself)



“I grew up like this and will stay this way : the others are the ones who need to understand me”



“I just excel in front end: I don’t think I can develop my skills beyond my competencies.”



“I am an IT person, so don’t expect me to communicate well.”

Examples of Having Extrinsic Fixed Mindset (towards Others)



“I am the expert, no one will understand my work, so I don’t have to explain to them.”



“My colleagues will never change, so I stop trying to adapt to them.”



“I don’t believe that my boss will listen to me, so I’ll just remain silent.”

Examples of Having Fixed Mindset (Appears/Sounds positive)



“I will be more confident if I have Master Degree.”



“My presentation was all good.”



“I’m proud of myself if I could learn something with less effort.”



Class Exercise

Duration: 5 minutes

What are your Fixed Mindsets?

1. What is 1 fixed mindset that you still have towards **yourself** in terms of **interacting with other people**?

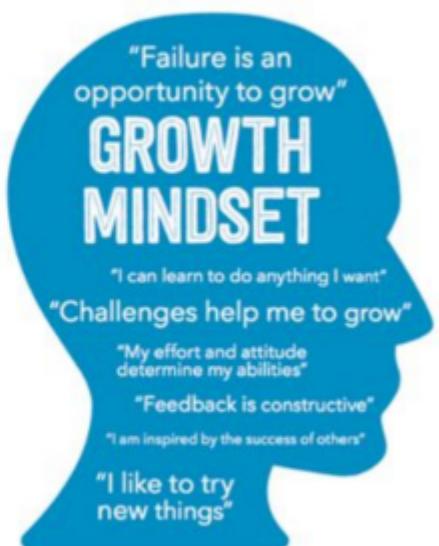
2. What is 1 fixed mindset that you still have towards **yourself** in terms of **learning new things**?

3. What is 1 fixed mindset that you still have towards **other people** in terms of **interacting with other people**?

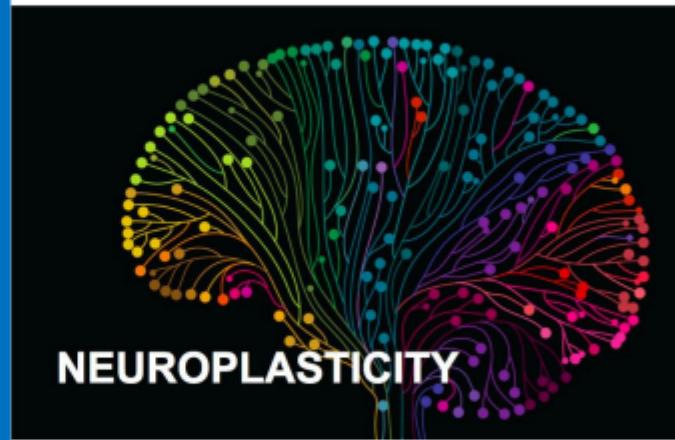
4. What is 1 fixed mindset that you still have towards **other people** in terms of **learning new things**?

Growth Mindset Ingredient for Success

While fixed mindset implies that people are bound by fate, growth mindset tells you that you are in control of your life.



Scientific Background Behind Growth Mindset



How neurons work

Indonesians need to eat rice



How neurons work

Indonesians need to eat rice



How neurons work

Destroy the
existing neuron



Forming the new
neuron



Strengthening
the new neuron



22 days

Our brain is like a muscle

**Challenges
+ Struggle
= Growth**

"THE COMFORT ZONE"

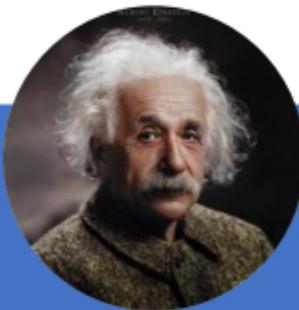


It takes practice and action to grow

Desires	I want to learn new things. I am eager to take risks.
Skills	Is this really my best work? What else can I improve?
Effort	I know this will help me Even though it is difficult
Setbacks	I'll use another strategy; my mistakes help me learn.
Feedback	I acknowledge my weakness, And I know what to fix.
Talented Peers	I wonder how they did it. Let me try to figure it out.



Figures who were initially perceived **for not** having a potential



**Albert
Einstein**

Theoretical
Physicist



**Jackie
Chan**

Actor



**Robert
Downey Jr**

Actor & Producer

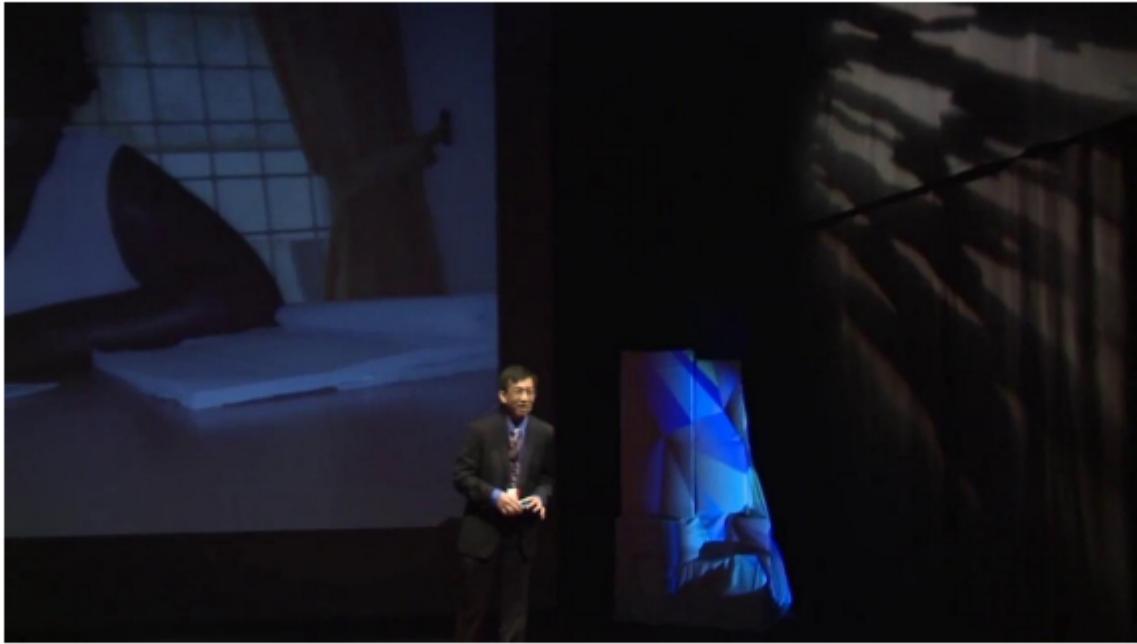


**Michael
Jordan**

Professional
Basketball Player



I'M NOT DONE YET



Source: <https://www.youtube.com/watch?v=xZCVp4idBQ>

Tips to Nurture Your Brain

Eat right : Eggs, Yoghurt, Oily Fish, Berries

Exercise : walk, exercise, rest

**Find your own 'shortcut' of learnings based
on your learning style (visual, auditory,
kinesthetic)**



Practical Actions to Make Growth Mindset a Habit

Here are several tips to unleash yourself from a fixed mindset and start embracing positive outlook:

Recognize the voices of your Fixed Mindset

Be kind and challenge yourself from a Growth Mindset perspective

Create supportive networks

Start to ACT!

**I CAN DO IT,
I WILL DO IT**



Cody R Waldrop

**Instead of having a
Fixed Mindset like:**

I give up

It's good enough

It's too hard

I made a mistake

I can't do it

They are better at doing it

That way didn't work

I avoid challenges

I don't have the talent

I don't need to seek for inputs

**Perspective from
Growth Mindset like:**

I will use a different way

Is this the best I can do?

I just need more time and effort

What should I do better next time?

I'll learn how to do it

What can I learn from them?

I'll try a different way

Challenge will keep me grow

I can learn everything

What is my blind spot?

In summary, these are the practical tips that you can use to adapt better to a workplace:



Practice Growth Mindset,
learn continuously.



Proactively say hello to others,
ask, and offer help.



Don't be afraid to do something
new. Don't blame, and don't give up
if things are not going as expected.



Always surround yourself with new
learning opportunities and
understand that learning takes time.



Sincerely SMILE, listen, and ask
questions on other people's views.



**The wolf that wins,
is the one you feed the most**

Assessment

Assignment

1. To ensure your understanding of the module, please complete the following multiple choice questions and essay appropriately.
2. You will pass the assignments if you satisfy the following criteria:
 - a. Demonstrate the right application of the knowledge provided in the module in completing the assignments
 - b. Answers should be logically sound, valid, and relevant to the topics at hand
 - c. Completed on time.
3. Submit your answer before the deadline in your classroom. Late or failure to submit will affect your final result in Bangkit Program.



Fixed and Growth Mindset

List down 3 fixed mindset statements you have towards yourself and turn that into 3 statements of growth mindset. For example:

Example 1: I don't like talking in front of the public

Example 2: I don't like confrontation

Your way of thinking determines your direction.

Know that you are capable of so much more than you can imagine.



Fixed and Growth Mindset - cont.

Once you've listed down your challenges:

1. For every fixed mindset statement that you've written, you can ask 5 Whys of the situation to understand yourself better. You may provide a situation and the context (e.g. what was your role, what you did, where and when it happened).
2. Provide 3 challenges to turn your fixed mindset into growth mindset.
3. Explain your plan to overcome those challenges.

Answer in an essay format for a maximum of **300 words**.

Thank You

