

Class 4

Adaptability

Ground Rules

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



Give full attention
in class



Mute your microphone
when you're not talking



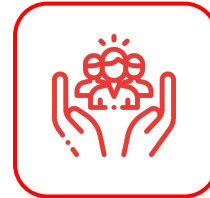
Keep your
camera on



Turn on the CC Feature
on Meet



Use raise hand or chat
to ask questions



Make this room a safe place
to learn and share

Learning Objectives

- 01.** Understand the importance of strong adaptability skills
- 02.** Identify various adaptability aspects in the workplace
- 03.** Practice the right mindset to promote resilience and succeed in career



Pre-Test: Pop-Up Quiz!

Duration: 10 minutes

Let's check your understanding of the content of the pre-reading articles!

Instruction:

1. Make sure you have read the 2 pre-reading articles:
 - How to Adapt to Change in the Workplace
 - How Your Fixed Mindset is Limiting Your Career, and How to Change it

The articles picture a glimpse into the reality of entering the workplace in the time of pandemic. They outline several aspects in life and career that may require a person to adapt and become more resilient.

2. Please go to the provided quiz link to answer 5 questions related to the articles you've read.

The link will be shared in the Chat Box.



Class Discussion

Anticipating Changes in the Workplace

Duration: 15 minutes

The pandemic showed us that **change is the only constant**. Learning how to adapt to change is important, especially as we are about to enter the working environment.

For the next 15 minutes, let's discuss the following points:

- a. Name 1 example of adaptability skills that the pre-reading articles suggest to young professionals.
- b. What aspects do you personally think you need to adjust to once you are ready to enter the workforce? It could range from your behaviour, habit, preconceived ideas, or mindset. List down 2 things that you feel are the most pressing matters.



Class Discussion

Anticipating Changes in the Workplace

Duration: 15 minutes



Volatility



Uncertainty



Complexity



Ambiguity

VUCA World

Are You Fit to Lead in a
VUCA World





Volatility



Uncertainty



Complexity



Ambiguity

**The New
Normal**

VUCA World

- ✓ 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

5 Ways of **Adaptability**

1

Ways of Interacting

2

Ways of Achieving

3

Ways of Learning

4

Ways of Working

5

Ways of Thinking



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 Albertina to focus in?** Go to www.menti.com and key in the code **5176 0343** to voice your opinion!



1

Sports



3

Mathematics



2

Arts and
Handicrafts



4

Vocal

The Power of **Mindset**



Mindset > Action > Growth

Ways of **Thinking**

Fixed Mindset and **Growth Mindset**

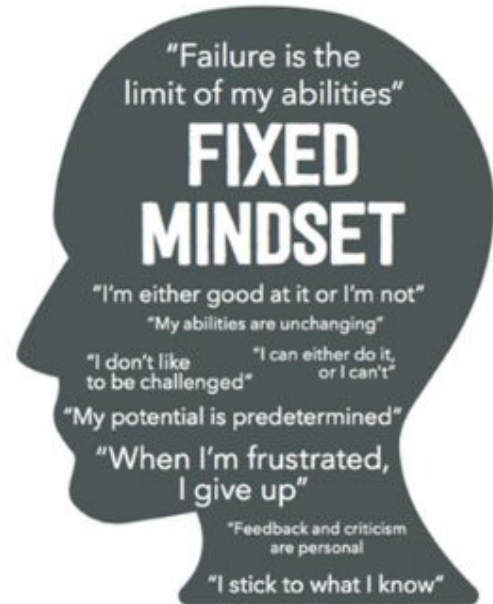


Carol Dweck -
Author of "Mindset: The New
Psychology of Success"

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 Extrinsic **Fixed Mindset** (towards Others)



“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’ve worked the longest here, no one will understand how this works except for me.”



“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 a Masters Degree."



"My presentation was as good as it can be."



"I'm proud of myself if I could learn something with less effort."



Class Exercise

Duration: 15 minutes

What are your Fixed Mindsets? Select 1 from the following:

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**?

Session Break for 5 Minutes

Class will continue after the break

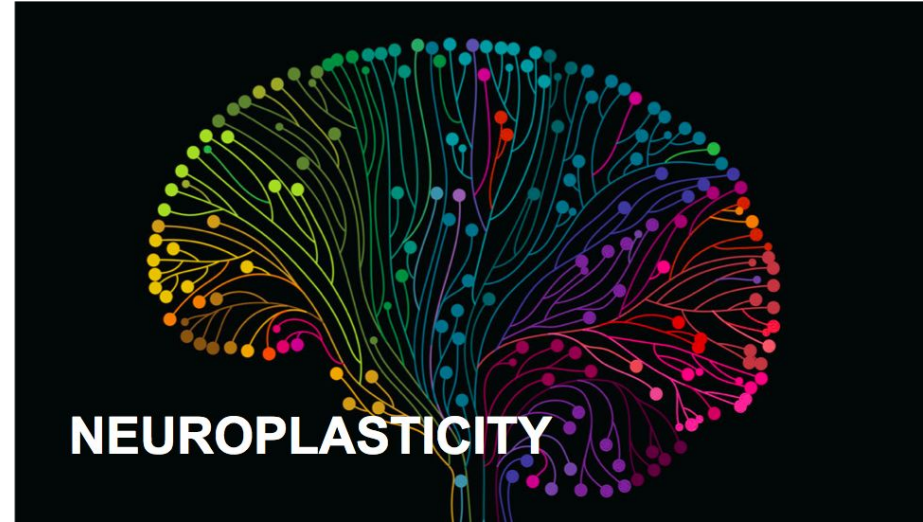
Growth Mindset

Ingredient for Success

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

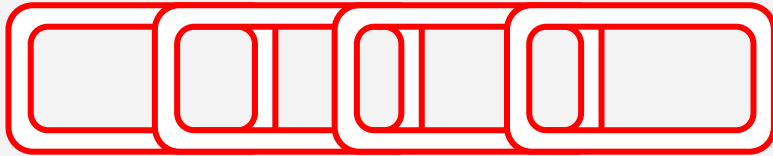


Scientific Background Behind Growth Mindset

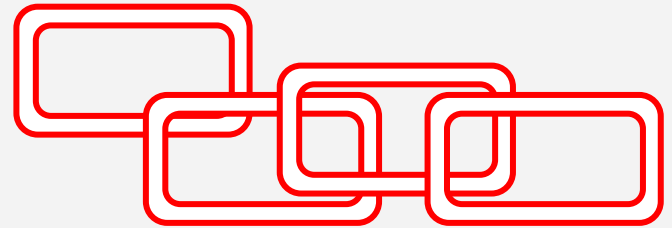


How **neurons** work

Indonesians need to eat
rice to be full

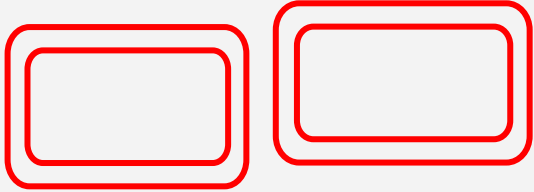


It is not necessary for Indonesians
to eat rice in order to be full

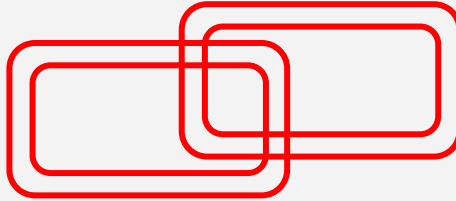


How **neurons** work

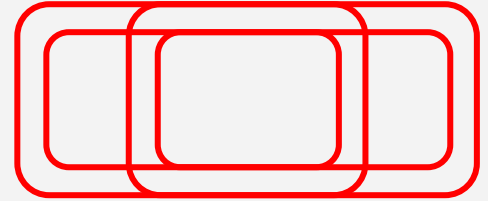
Destroy the
existing neuron



Forming the new neuron



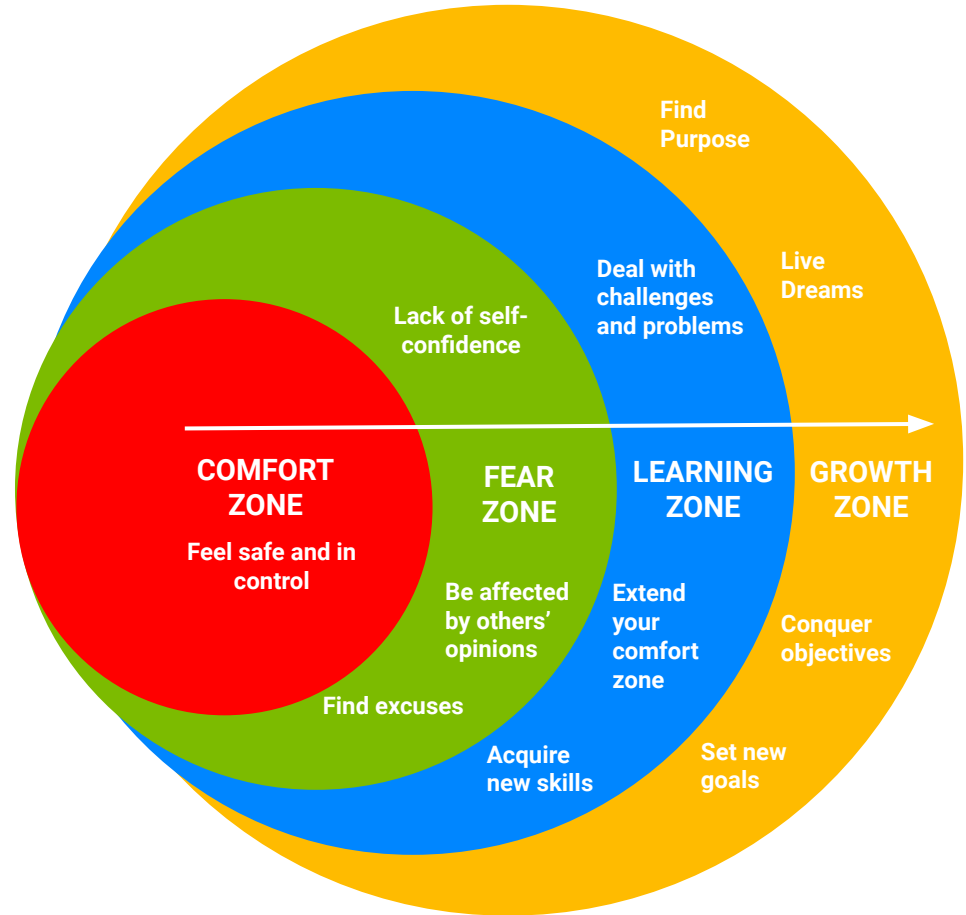
Strengthening
the new neuron



22 days

Our brain is like a muscle

Challenges + Struggle
= Growth



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.





**I'M NOT
DONE YET**



Full video: [Click here.](#)

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!**



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

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:**

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?

To sum up:



Practice Growth Mindset, learn continuously.



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



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



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.



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

Assignment

Assignment

1. To ensure your understanding of the module, please complete the assigned multiple choice questions and essay.
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. Please consult the Bangkit 2022 Soft Skills Module Assessment Rubric for more detail.
3. Submit your answer by **April 25th, 2022**. 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.

Examples of fixed mindset include:

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 fixed mindset:

1. For every fixed mindset statement that you've written, you can ask 5 Whys of the situation to understand yourself better, i.e. why you develop such mindset. You may provide a situation and the context (e.g. what your role was, 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