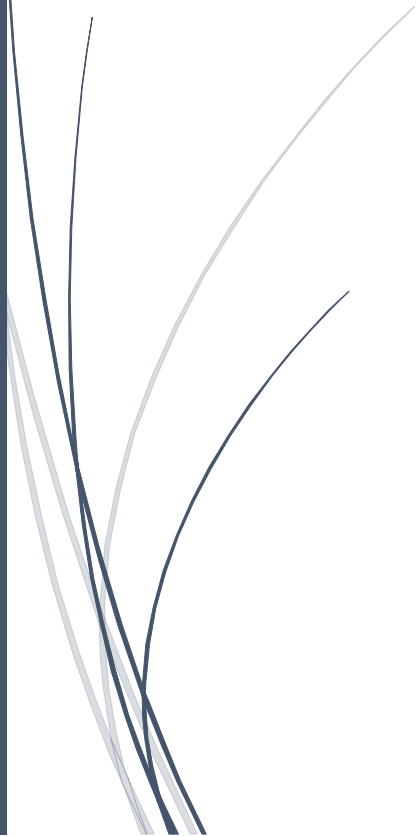




Adaptability



Adaptability - definition

The faculty of adaptation - or adaptability - is the ease of an individual to evolve according to the context, events or a need without being conditioned or influenced, by restructuring his own beliefs, modes of functioning and thought and other usual automatisms.

This is characterized by an ability to quickly analyze the situation and the environment, to hear and understand different points of view - sometimes completely opposite to one's own. It also reflects an ease in welcoming changes, overcoming your fears before throwing yourself into the unknown, accepting new challenges, adopting new behaviors / tools, welcoming new talents, managing stress and / or periods of crisis, etc. Flexibility in the way of being, thinking, learning and interacting, particularly sought after by recruiters.

Why know how to adapt is a real asset?

The trades are evolving at high speed. Some disappear, others appear out of nowhere. It is essential today to be able to learn and train continuously, to keep an eye wide open on the world of work in its entirety, its complexity, its challenges, etc. More and more jobs in companies are "vague". You have to be able to juggle different professions, in varied environments, at increasingly fast paces, while keeping a balance between private and professional lives - two circles that often intertwine.

The world is constantly reinventing itself. Our environment is punctuated by disruptive elements to which it is essential to adapt in order to stay in the race: stay constantly connected, be attentive to developments, learn, exchange, share ... all of this is part of our daily lives, so personal than professional. Technological developments, in particular data exchange and mass automation, increasingly place skills and knowledge - know-how - in the background in favor of interpersonal skills.

So today, whether from the point of view of a recruiter, a supervisor or even an employee, a good ability to adapt is one of the pillars of success in the professional world.

In fact, adaptability demonstrates in particular the following skills:

- ease in being constructive in criticism, decisions, etc.
- ease of tackling challenges with positive energy and rapid proactivity.
- rapid take-up: replace at short notice, manage the transition or change, be quickly effective in a new position ...
- know how to work in project mode: the professions are constantly evolving, it is important to know how to evolve as innovations are made and to use the collective to move forward.
- positive attitude towards change: controlled management of the different stages of the bereavement curve ...

- ability to modify plans, decisions, projects, if necessary: emergency decision-making, crisis management, transfer, etc.
- Permanente permanent and constructive questioning.
- enthusiastic reception of the novelty.
- openness to training or coaching: good knowledge of its limits and openness to improvement, ability to ask and receive help if necessary ...
- Efficace effective management of its employees: knowing how to be in tune with the personality of each member of its team.
- good stress management: control of negative emotions and readjustments, stress management.
- positive reaction to technological and other organizational developments: ability to quickly integrate new tools and find their place in a new team / organization / service ...
- easy interactions adapted to each interlocutor: knowing how to interact with experts in fields other than one's own, being comfortable with foreign partners, hierarchical superiors, etc.
- alignment of your talents with the needs of your service and / or company: increased productivity for its service and its company.

How to improve your adaptability?

You can develop your agility, an essential asset for a successful career and a fulfilling professional life. Some ways to achieve this:

- become fully aware of your strengths and weaknesses: better self-confidence and an excellent knowledge of its limits is a real asset to move forward serenely and experiment.
- learn to manage your emotions and tame your stress.
- value an atypical career: these courses are often very rich, whether in terms of skills, knowledge, human relations, change management, excellent proof of adaptability.
- develop your emotional and relational intelligence.
- work on your collective intelligence: we enrich ourselves in contact with others and we advance more quickly with others when we know how to take advantage of the best of each and the group.
- boost your resilience: learn to bounce back and take advantage of your mistakes.
- get out of your comfort zone: challenge yourself, welcome the unexpected and changes.
- Dare to innovate: don't be afraid of making a mistake or being mocked, believe in your dreams and share them.

- show your responsiveness and your dynamism on the various social networks: know how to adapt to the habits and customs of each,
- test professional niches: be curious, think outside the box, meet new horizons.
- travel: broaden your open-mindedness and multiply professional experiences in different cultures, different countries, different sizes of structure, different levels, original management methods, etc.
- broaden your skills: be on the lookout for missing skills or in the process of becoming one on the job market and train or perfect yourself accordingly.
- reorient yourself: skills assessment, continuing education or other in order to validate or improve your skills.
- seize the opportunities offered by change: get to know the inner workings of transformation to better see transitions and take full advantage of developments.

For employees, it is imperative that you develop adaptability skills. New educational programs and courses are introduced from time to time, new rules and regulations arise within organizations and industries, etc. It is therefore necessary to adapt gently and quickly to these changes with very little difficulty. Adaptability is a natural skill that can also be developed and mastered. Advice has been offered to you.

To conclude, the development of professional adaptability is a matter of self-knowledge. The better we know each other, the better the career decisions. Professional adaptability calls on cognitive and affective capacities which can facilitate or prevent the achievement of personal career objectives in the face of changing conditions in the work environment, depending on whether they are mastered or not. As a result, in the constantly changing world, adaptability is becoming an essential skill that all companies are looking for.

Other tips :

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MANAGER SIDE: Professional adaptability allows to develop a stimulating management mode

In a context of generalized Americanization, the hierarchical strata decrease in companies. "The leader is no longer the N + 10 or N + 15 but the N + 5 or N + 8,". What seems attractive at first sight induces more limited career developments within the same structure. »Difficult under these conditions to retain employees!

From then on, the manager acts as a buffer between the organization and the individuals. He must demonstrate professional adaptability to support both company policy, its continual change, and the legitimate needs of employees. The vision that he is able to carry and communicate nourishes the sense of belonging of his teams.

"These are often made up of young employees who need managers, etc. and less young people who, in a constantly changing environment, are no longer the experts they were before. All must be accompanied, motivated, have clear objectives for a full commitment.

4 possibilities are available to the manager to practice management-coaching which has become the most relevant management mode.

Be directive in the event of the integration of a new employee, the start of a new project, the initiation of a new process, with a view to framing.

The employee or the team are thus reassured, reassured, by precise directives.

Managing persuasively by encouraging the individual or the team - in transactional analysis, it's like behaving like a foster parent.

The manager multiplies the signs of recognition intended for the collaborator or the team, who realize that they know how to do or can do. It strengthens and stimulates everyone's self-confidence.

Deploy more participative management.

The manager gives the floor to individuals so that they share their points of view, he puts himself on the same "level" as his teams.

Use delegation management, when the individual or the team know how to do and dare to do.

These 4 possibilities are part of a logical evolution over time. But many disturbances can occur! Example: a person feels competent on day 1 but no longer at all on day 2 due to personal problems; she can no longer do so and needs managers again. For a manager, professional adaptability is the ability to play on these different managerial levers according to the state of knowledge and of being of one's collaborators or teams.

Professional adaptability is also essential for managers to meet organizational requirements: recurrent changes in strategy; performance orders; need to produce short-term results - among others.

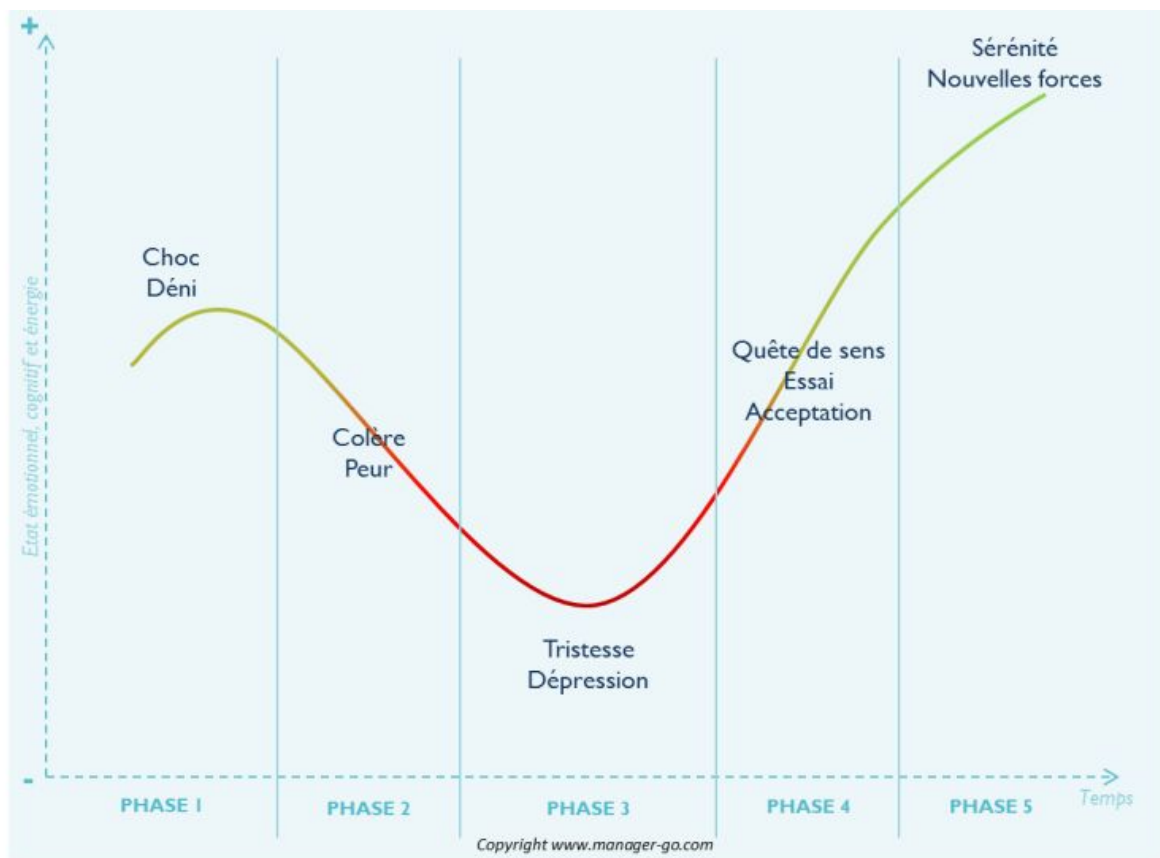
The 21st century manager must be able to navigate fluidly in this unstable environment; ihe need anticipation.

"If a new software has to be implemented in 3 months, the manager will determine in advance which collaborator will be able to appropriate it quickly in order to play the role of ambassador - and / or trainer - with others Members of the team. Professional adaptability allows you to play on people's rhythms and behavior, while staying on course and being "visionary".

To go further

Here is a technique to increase your adaptability in addition to the elements mentioned above.

Demonstration technique the change curve



According to Dr. Elizabeth Kubler-Ross, Swiss-American psychiatrist, during a bereavement or a notable change in his personal or professional life, an individual enters a process composed of 5 different stages before accepting the new situation. However, it happens that some people, for such or such reason, get stuck in one of these phases and thus do not integrate the change.

If these people are not helped in their journey, it is likely that this grief will last longer than it should - or even indefinitely.

In terms of business transformation, whether at organizational, hierarchical, human, geographic, etc. levels. it is therefore essential for the manager to master this concept of mourning curve in order to best support his employees on the path of change and adaptability

Step 1 - shock / denial

Following the announcement of an upheaval (bouleversement upheaval) in the life of the company - and more or less directly that of the individual, unprepared, the latter is first amazed by the news and refuses reality.

Step 2 - anger / fear

Once the shock has been absorbed, the news gives way to anger and / or fear of the unknown. Anger at the loss / end of something - the Human being mainly likes little change - and fears engendered by the unknown of this new situation. It is generally a period during which the individual will start to revolt, question and sometimes feel guilty, in short, try to resist!

Step 3 - sadness / depression

Then comes the time of "tears". The loss is indeed real, the result is a great nostalgia for the front as well as an immense apprehension about the future, which are often accompanied by a deep depression.

Step 4 - quest for meaning / test / acceptance

It is only from this stage that your employees will stop looking to the past and start looking to the future.

Step 5 - serenity / new strengths

At this stage, your employees have understood and integrated the change. They adapted and changed their way of doing things. They find energy and motivation.

To conclude Belonging to the large family of soft skills, professional adaptability is fueled by several of them. If we are not all equipped in the same way in this respect, each of us can - and - develop them. It is the responsibility of the company to provide a sufficiently secure framework for managers and employees so that they can do so. It is also responsible for identifying this dimension as one of the priorities for the coming years with a view to increasing performance. you are likely to change jobs 10 times over the course of your working life

« Surviving species are not the strongest, nor the smartest, but the ones that adapt best to change »- Charles Darwin