

RQ Dimension — Flexible and Adaptable

About this Dimension

The most resilient people are those who are keenly aware of and sensitive to the changes occurring in the world around them. With the help of this awareness, they are then able to shift gears and direction if necessary, to accommodate the new reality while remaining true to their life purpose/vision. Resilient people adapt to the environment as both a survival mechanism but also as a vehicle for enabling them to continue the pursuit of their personal goals – which includes learning and personal and professional growth.

Flexibility and adaptability are evident in someone when they are able to quickly and easily change gears or direction in the face of changing circumstances. People who lack this characteristic may be either incapable of recognizing the need for changing their behaviors or approach or of not having the capacity for bending or flexing in a new direction when necessary.

Being adaptable does not mean, however, that the resilient person has no stable center or core sense of self. While resilient people are able to easily “go with the flow” and “roll with the punches,” they are still carried forward by an enduring personal vision. While they stay true to themselves, they are open as to *how* they make the journey of their life.

Strategies for Developing the Flexible and Adaptable Dimension

Because of its very nature, flexibility and adaptability require an individual to be first aware of the need to be flexible in a given situation; second, it requires being open to the possibilities and opportunities of changing a behavior or belief; and then, third, it requires having the *capacity* of actually modifying this behavior or belief. As a result, helping others develop their adaptability might involve strategies to engage any and all three of these aspects of flexibility and adaptability.

- Identify something that you are currently doing and are accustomed to doing on a regular basis – but where this routine behavior is no longer getting you the results that you want, expect, or need.
- Assess your personal vision and the extent to which your vision still speaks to what you consider important to your life. Reflect upon the changes to this personal vision that seem desirable given where you are now in your life's journey.
- Identify three changes that you could make in your life right now that would enhance the quality of your life.
- Identify one thing that you could STOP doing and one thing that you could START doing to enable or strengthen your movement toward your personal vision.
- Identify two or three significant and positive opportunities that might occur if you suddenly lost your job.

- If you are facing the challenge of making some significant change in your life, identify your personal assets or strengths that you could rely upon as you make the transition to this new direction.
- If you need to make a significant change in your life, reflect back upon past times of change and transition and identify personal skills and abilities that have enabled you to successfully navigate these previous changes.
- Identify the single greatest obstacle that you see to your following/demonstrating a new behavior and then identify what you will do to reduce or eliminate this obstacle to the new behavior.
- If you are facing a significant challenge or crisis, reflect upon your personal assets/strengths and use them as a guide to help you through the challenge. In addition, identify one or two changes that you could make in your life to better cope with, respond to, and proactively manage this challenging situation. These changes might include shifting attitudes, intentions, and beliefs; learning new methods and approaches for dealing with the challenge; and adjusting personal behaviors to better enable you to deal with the challenge.