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SOFT SKILLS AS A TOOL FOR CREATIVITY IN RURAL AREAS PROJECT 2020-1-FR01-KA204-079841



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ADAPTABILITY/FLEXIBILITY



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ADAPTABILITY/FLEXIBILITY

Main aim of the module

Learn the importance of having such skills and how to adapt yourself to changing circumstances and develop a flexible way of thinking

Objectives of the module

- Learn the meaning of adaptability and flexibility.
- Know what are the skills required to be an adaptable and cognitively flexible person.
- Learn how adaptability and flexibility work effectively and how to learn such abilities.



Why do we need to be adaptable and flexible?



Since change is **constant**, even more within the Agribusiness world, it is important that entrepreneurs and leaders on the area become people adaptable to changing circumstances, resourceful and willing to embrace new ideas.



Defining concepts

Adaptability

It is the ability to adjust your emotions, thoughts and behaviours to changing situations and conditions, being open to change, new ideas, challenges and approaches.

Flexibility

Referred to cognitive flexibility, it is «all about your brain's ability to adapt to new, changing, or unplanned events», according to Lauren Miller.



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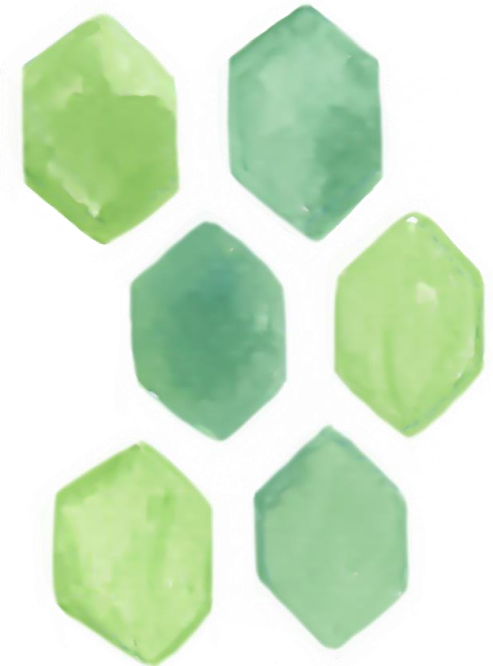


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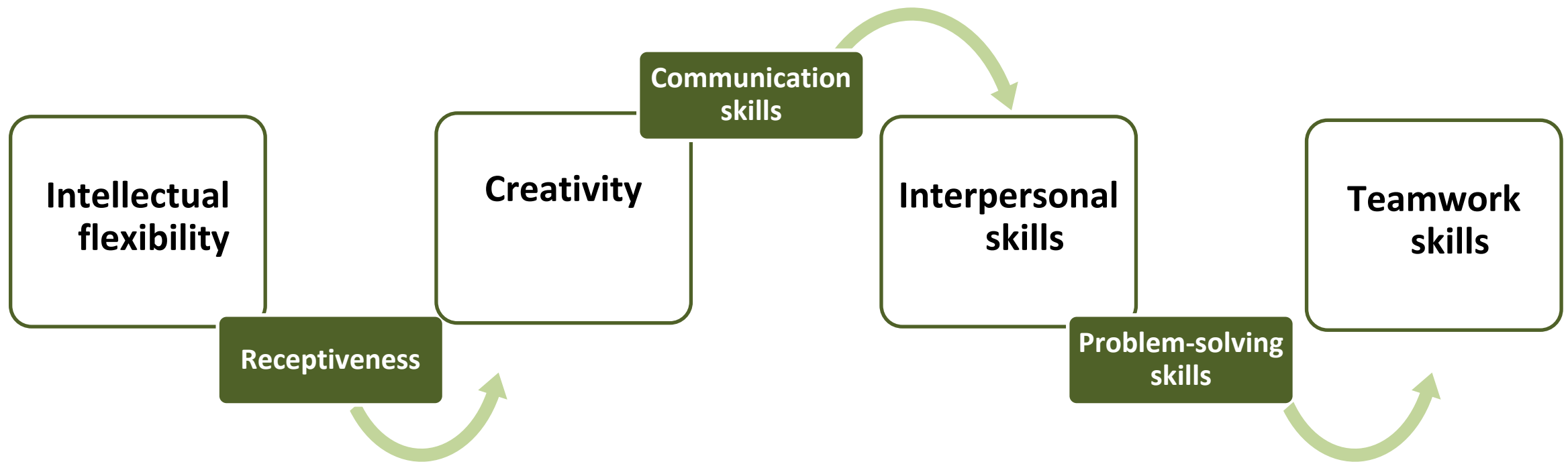
How does Adaptability and Flexibility work effectively?

- Look for positive ways to make changes work rather than identifying why change will not work (say "yes" rather than "no" as a first instinct)
- Adapt to change and new ways of working quickly and easily
- Make suggestions for increasing the effectiveness of changes
- Show willingness to learn new methods, procedures, or techniques
- Shift your priorities in response to the demands of a situation
- Bounce back from setbacks and maintain a positive attitude





Which skills are necessary to be adaptable and flexible?





Intellectual flexibility

- Keep an open mind
- Integrate new information and draw conclusions from it

Receptiveness

- Be able to respond with a positive attitude.

Creativity

- Seek out actively new ways of doing things
- Have confidence to improvise.

Teamwork

- Be able to work on a diverse team of people and deal with conflict



Communication skills

- Active listening
- Other forms of communication like nonverbal communication

Interpersonal skills

- Be able to interact with others in healthy and positive ways
- Avoid miscommunication and conflict during operational shifts.

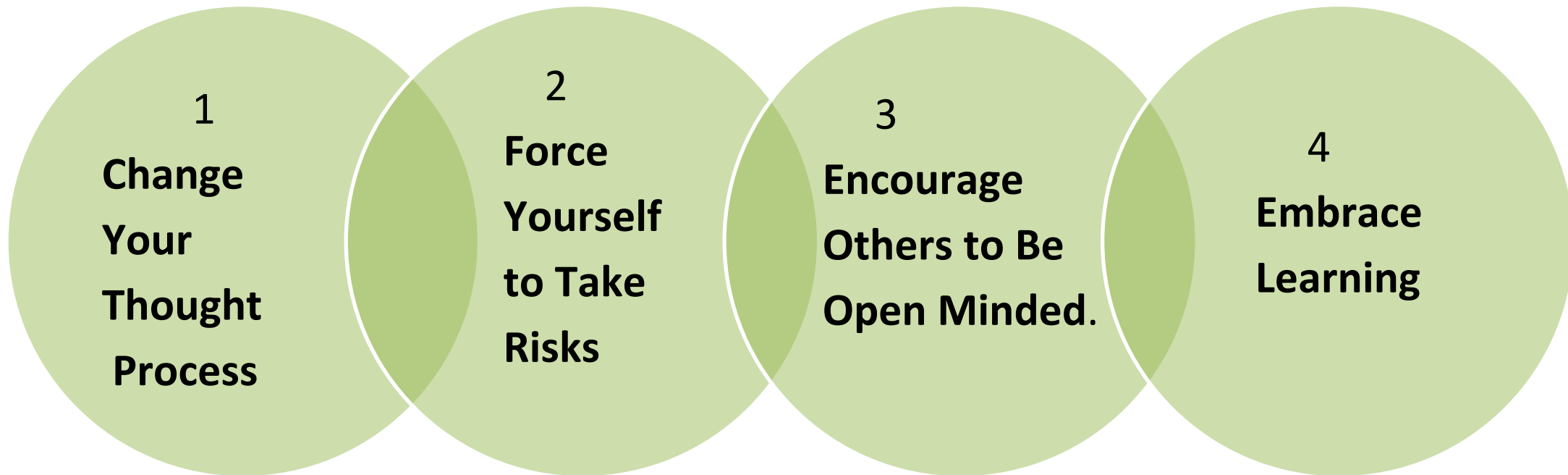
Problem-solving skills

- Be able to observe and analyse
- Show your willingness to make adjustments or improvements to the way you approach solving problems.



How to learn Adaptability and Flexibility?

According to Anne Converse, Assistant Clinical Professor at Drexel University, there are ways you can train yourself to be more adaptable:





1. Change your thought process



Let go of the “Well, that’s the way we’ve always done it” mentality



While change can be scary and intimidating, embrace it and look at change as an opportunity to improve, learn, and grow



2. Force Yourself to Take Risks

Taking risks is key part of being adaptable.



Start small and to increase comfort, discuss risk

Taking as part of team meetings, which can
serve as a system of support.





3. Encourage Others to Be Open Minded



This creates a more open atmosphere in and around you, thereby further encouraging your open-mindedness and to continue the cycle.



It also serves as a means to shut down closed-minded thinking, such as “Well, that’s how we’ve always done it.”



4. Embrace Learning

People who are curious and stay current tend to be adaptable.



Read up about new technologies in your industry sector, go to seminars, learn about process improvement, connect with colleagues who have this kind of vision and learn from them, read what they read, etc.





1 Select the right answer

- a) Adaptability consists of adjusting your emotions and behaviours in unchanging situations, always trying to be faithful to your own principles and ideas.
- b) Despite their differences, adaptability and flexibility are synonyms.
- c) Developing a flexible way of thinking is not necessary nowadays since the current circumstances of labour market are widely certain.



2 Write down True or False next to the following sentences

- a) Making suggestions make the changing process harder.
- b) Cognitive flexibility is all a physical response to unpredictable events.
- c) Maintaining a positive attitude increases adaptability skills.
- d) Shifting your priorities in response to the demands of a situation will not make adaptability work more efficiently.



3 Circle the correct items

- a) Among the skills necessary to be adaptable and flexible are:
- b) Receptiveness
 - c) Creativity
 - d) Leadership
 - e) Teamwork skills
 - f) Time management



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4 List the 4 phases proposed by Anne Converse to learn Adaptability and Flexibility



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Answer Key

1- b

2- a: FALSE b: FALSE c: TRUE d: FALSE

3- a,b,d

4-

- Change your thought process,
- Force Yourself to Take Risks
- Encourage Others to Be Open Minded
- Embrace Learning.



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