# Flexibility & Adaptability

Flexibility is about making changes to when, where and how a person will work better to meet goals, responsibilities or objectives.

Adaptability in a climate of ambiguity and changing priorities will be evident where feedback (constructive or creative), negotiations, understanding and balanced views are evident in the goal to reach solutions.
Maintaining effectiveness in varying environments and with different tasks, responsibilities and people.

| Knowledge | Skills | Attitude | Behaviour |
|---|---|---|---|
| Recognis when there is a need for change<br><br>Know of or share experience of change, utilising planning, delegation, sharing of workload.<br><br>Recognise own learning from training or experience to help with new situations.<br><br>Acknowledge experience of others<br><br>Understand working in diverse groups in a non-formal setting<br><br>Know of own role and responsibilities in a change management process<br><br>Define organisational / programme boundaries regarding resources management | Adapt to varied roles, jobs responsibilities, schedules and context<br><br>Work effectively in a climate of ambiguity and changing priorities<br><br>Champion and lead change, incorporating feedback effectively<br><br>Demonstrate understanding and negotiate and balance diverse views and beliefs to reach workable solutions, particularly in multi-cultural environments<br><br>Facilitates learning with technology to support others<br><br>Manage use of technology and work objectives in digital platforms, virtual environments, hands-on practical spaces or in the field.<br><br>Create learning opportunities that challenge and encourage thinking innovatively and problem solving.<br><br>Model and nurture creativity and creative expression to communicate ideas, knowledge or connections.<br><br>Use communication skills to effectively contribute to work goals | Ready to work effectively in a climate of ambiguity and changing priorities<br><br>Show intent to compromise<br><br>Deal positively with praise, setbacks and criticism – Show flexibility<br><br>Display easy going, even tempered, patient and open to change approach<br><br>Adopt a practical and solution focused style<br><br>Support - regardless of role in a team<br><br>Adapt and meet changes as they arise<br><br>Anticipate and present change positively<br><br>Ready to improvise and accept ambiguity | Helpful and Informative<br><br>Adaptable and Flexible work ethic<br><br>Comfortable with ambiguity<br><br>Understanding and Resilient<br><br>Calm, Cooperative and Compromising<br><br>Demonstrate self management skills<br><br>Encourage participation of others<br><br>Respect difference of opinion and experience<br><br>Raise the awareness of the power (or impact) of change<br><br>Engage in continuous learning |