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| **Unique Identifier (UI Code)** | SM-03C |
| **Categories (Tags) – separate with commas if multiple** | Self-management, Common Core |
| **Competency Title (short name)** | **Demonstrate Adaptability** |
| **Competency Statement** | Demonstrate adaptability according to role, responsibilities, and workplace requirements. |
| **Performance Criteria** | * Show willingness to learn and respond to changes in the work environment, role, or responsibilities
* Demonstrate an understanding of root causes of change and related rationale
* Seek clarification from appropriate personnel where necessary to ensure common understanding and expectations
* Learn new skills and/or tasks related to changes in the work environment, role, or responsibilities
* Support team members in effecting change in the work environment or assigned duties
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| **Supporting Skills and Knowledge** | **Knowledge:*** Own and team roles, responsibilities, and objectives
* Work environment and expectations
* Policies and procedures related to work assignments and work environment

**Supporting Skills:*** Ability to communicate effectively and clearly to others
* Emotional intelligence and awareness of self and others
* Willingness to assist and support other colleagues or team members
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| **Key Terms/Definitions Required** | **appropriate personnel*** People within or external to an organization that need to be notified or updated, according to the policies and procedures dictated by the workplace or an external body.

**root causes of change*** Factors that influence change within organizations, such as business performance, changes in the economy, change of leadership, or change in work assignments and organizational structure.

**work environment*** Work location, physical environment and setting, company culture, and other factors that influence how and where work activities are completed.
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| **Context/Examples** | * Change in workplaces is common, and depending on the industry and occupation, the pace of change can vary. Most people are expected to adapt to change when it happens.
* Those in leadership positions will have additional expectations in supporting others to adapt to change, over and above those of all workers.
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| **Learning Content/Links** | * Links to polices and procedures, including those reflecting changes to workplace role, responsibilities, and assignments
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| **Assessment Methods** | * Self-assessment or peer review
* Observation of individuals and outcomes when reacting to changes in the work environment or work assignments
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