

Operationalizing Resilience:
ADAPTABILITY

**LEARNING COMMUNITY 3 OF 4
NORTHWEST MHTTC**

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INGREDIENTS OF RESILIENCE

Purpose

Connection

Adaptability

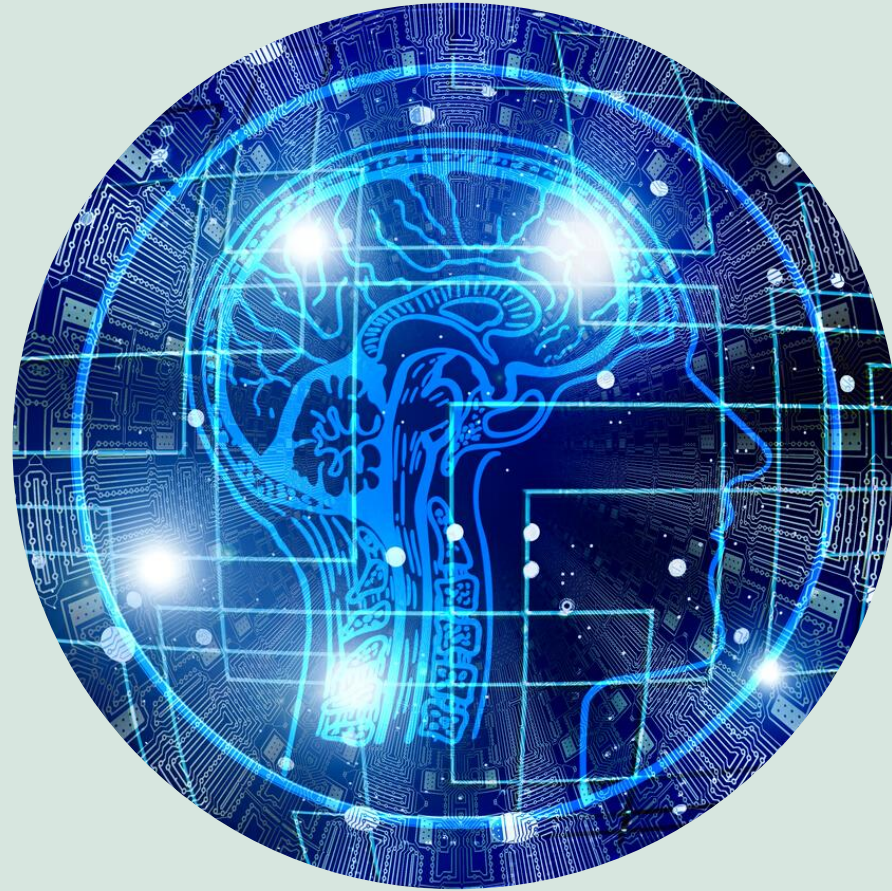
Hope



Adaptability: the quality of being able to adjust to new conditions



TYPES OF ADAPTABILITY



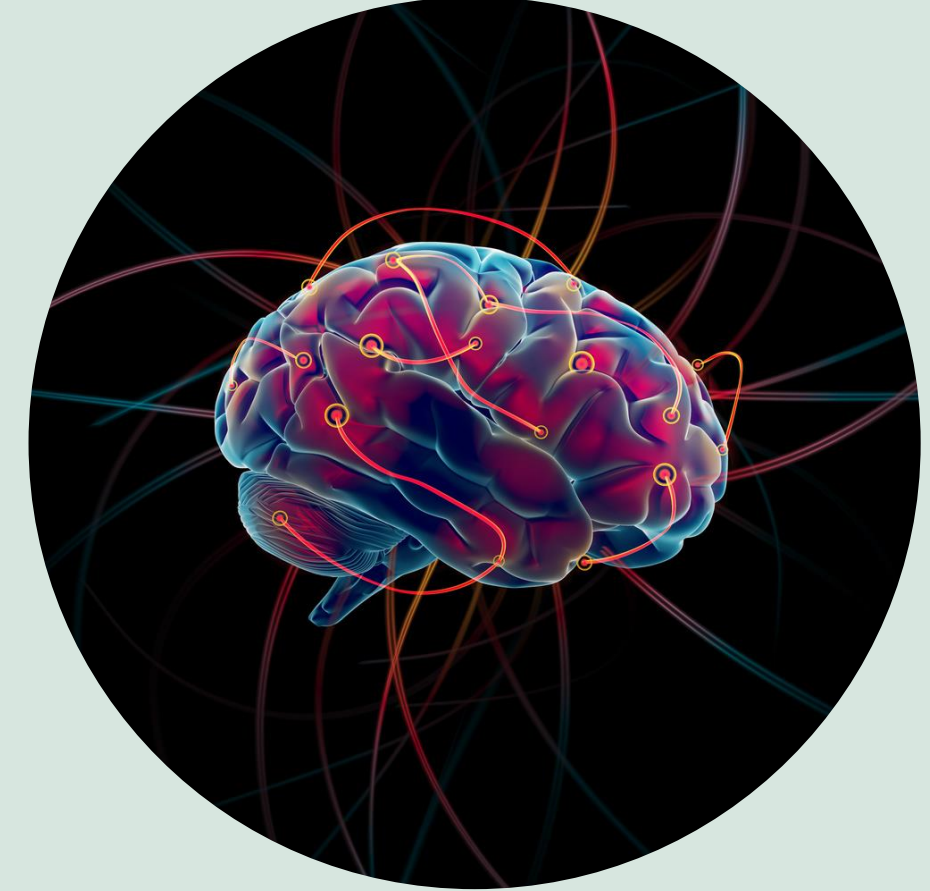
Cognitive

Use different strategies or frameworks



Emotional

Vary your approach towards dealing with others based on your (and their) emotional state.



Dispositional

Transparent realism; acknowledge the negative, but focus on options

'Ōhi'a lehua

A story of adaptability





i'Ōhi'a lehua

Metrosideros polymorpha

- Endemic to the six largest islands of Hawai'i
 - Most common Hawaiian native tree
 - Half of the native trees on Hawai'i Island are 'ōhi'a
 - **An ultimate adapter** growing from sea level to 8,000 feet, from bare rock lava flows to saturated bogs, from short, bushy forms to tall, majestic canopy trees.
 - Common in moist and dry forests, often mixed with Koa
 - Dominant tree above 1,300 ft
 - Colonizer of recent lava flows
 - Slow growing
 - Flowers are a mass of stamens and range from fiery red to yellow
-
- INCREDIBLE ADAPTATION TO VOLCANIC GAS (sulfur dioxide - SO₂) - it closes the pores in its leaves (stomata) when the CO₂ isn't present!

DISCUSS:

- What are some real-world adaptations you have **NEEDED** to make in your work-life and why?
- What are some adaptations you have **CHOSEN** to make in your work-life, and why?



Adaptability Matters

Correlates:

- **Career success and self-rated career performance (1)**
- **Academic success, class participation, school enjoyment, and positive academic intentions and perseverance (2),**
- **Positive things like resilience, hope and optimism (3)**

- Hannes Z. (2014) Career adaptability predicts subjective career success above and beyond personality traits and core self-evaluations, *Journal of Vocational Behavior*, 84, Issue 1, p 21-30, SSN 0001-8791, <https://doi.org/10.1016/j.jvb.2013.10.002>. <https://www.sciencedirect.com/science/article/pii/S0001879113001668>)
- Martin, A. J., Nejad, H. G., Colmar, S., & Liem, G. A. D. (2013). Adaptability: How students' responses to uncertainty and novelty predict their academic and non-academic outcomes. *Journal of Educational Psychology*, 105(3), 728–746. <https://doi.org/10.1037/a0032794>
- Buyukgoze-Kavas, A. (2016), Predicting Career Adaptability From Positive Psychological Traits. *The Career Development Quarterly*, 64: 114-125. <https://doi.org/10.1002/cdq.12045>

How to develop adaptability

- 1 Focus on curiosity- ask a lot of questions
- 2 Don't get "stuck" on the one way of doing something
- 3 Look to others for support and new ideas
- 4 Develop insight about how you react to change
- 5 Try new things; teach yourself that new isn't threatening



1. Focus on curiosity- ask a lot of questions

Share in the chat:

What are the opportunities for this in your workplace?

**** Limbic system at work ****

How can you discover and learn about new ways of doing things (through asking questions) without being critical or aggressive (and thus potentially setting off defensiveness in others).

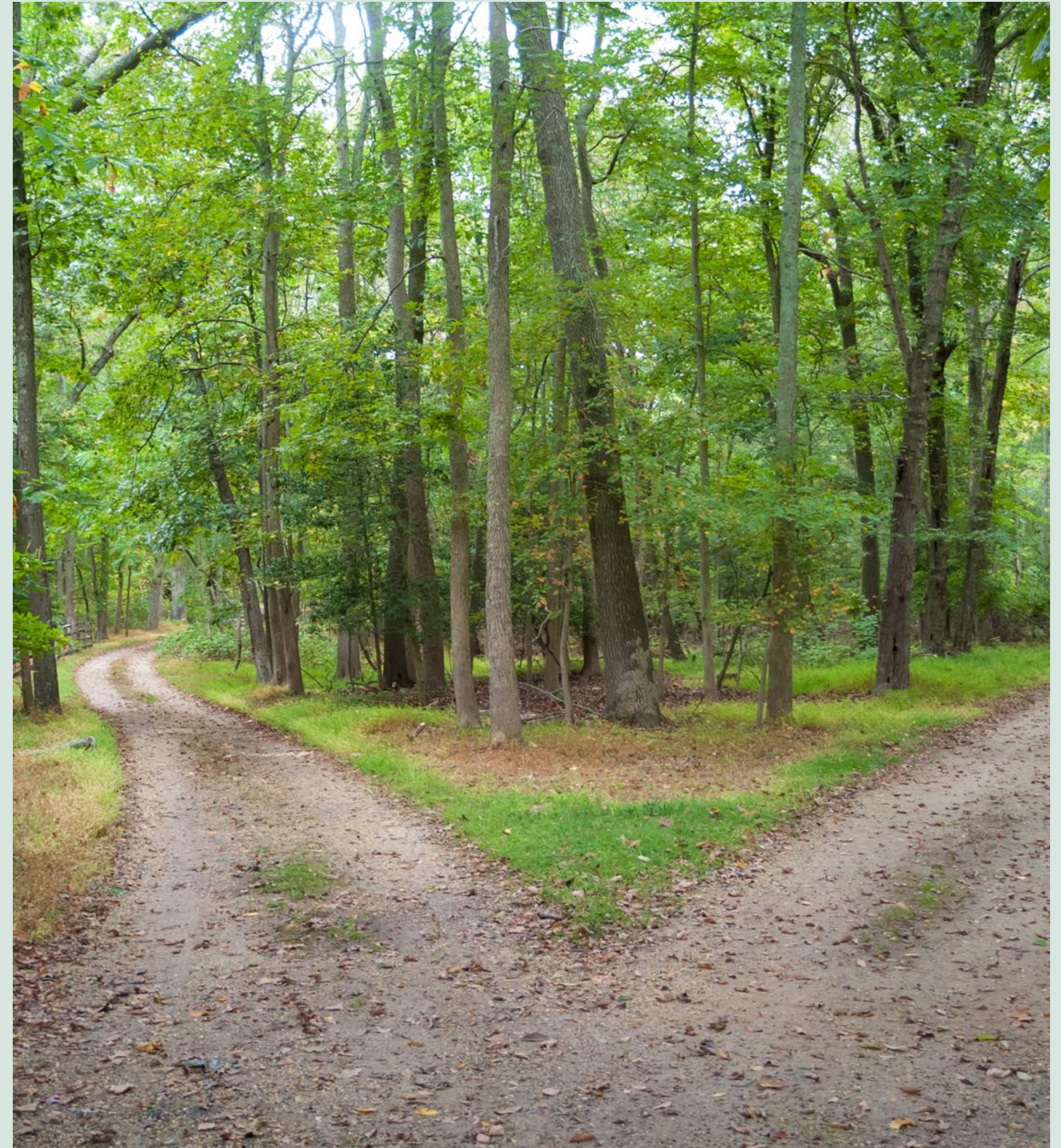
2. Don't get "stuck" on one (or the same) way of doing something

Share in the chat:

What might you be at risk of doing "the same way" just because that's the way it has always been done, or because that's how the "policy dictates" something should be done?

OR

What is a specific strategy you can share for slowly dismantling the old ways of doing things and being open to new PROCESSES?



3. Look to others for support and new ideas





4. Develop insight about how you react to change

Learn more by observing your own reactions and responses to others when conditions change.

*** Limbic system at work ***

DO YOU REACT TO NEGATIVE,
UNEXPECTED EVENTS FROM A
THINKING PLACE OR A FEELING
PLACE?

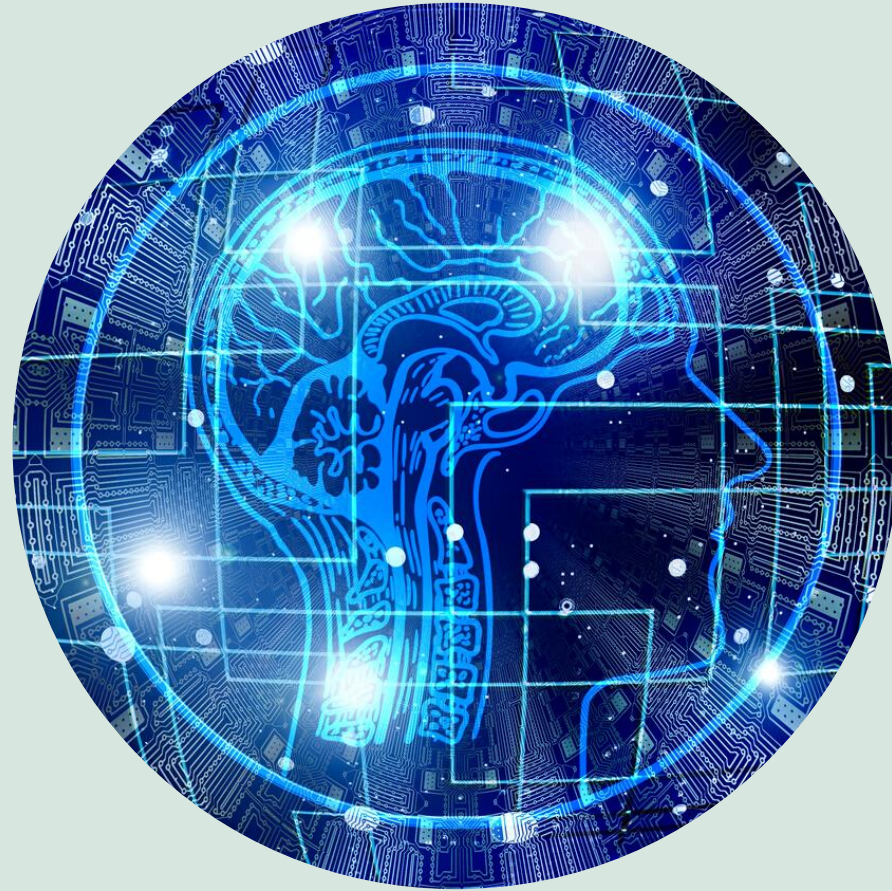


5. Try new things; teach yourself that new does not equal threatening

Share in the chat:

What is something you would be willing to try that's new to you, that you may have historically avoided?

REMINDER: TYPES OF ADAPTABILITY



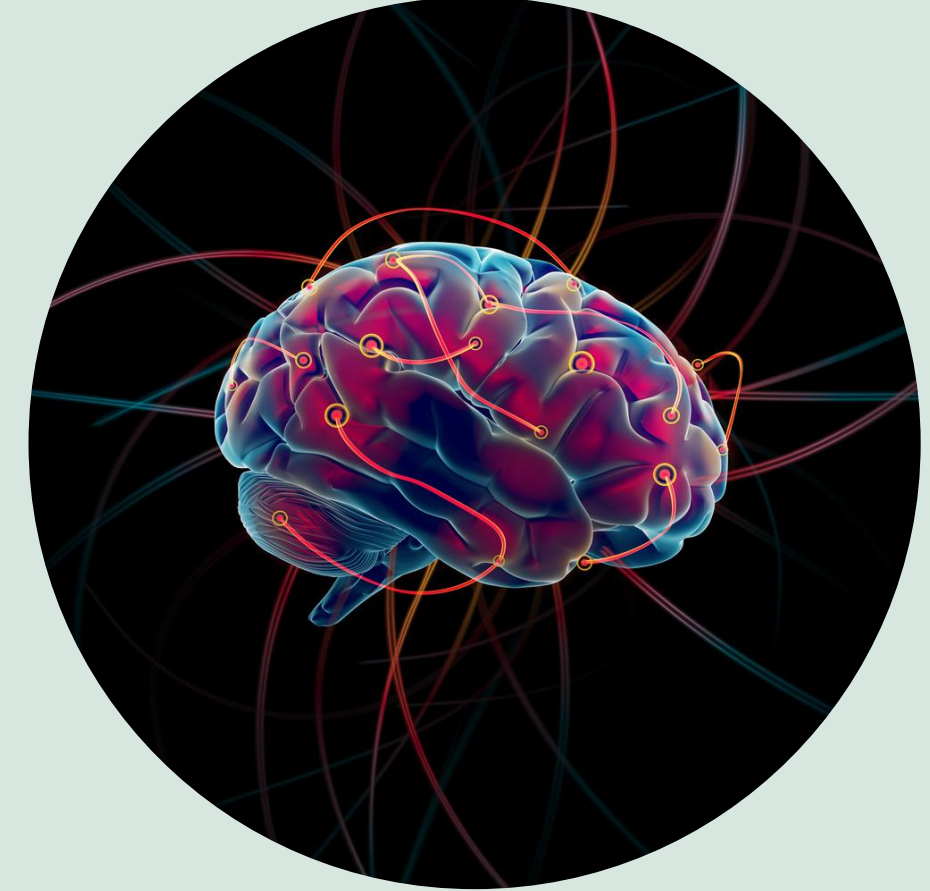
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DISCUSS

In the workplace:

- 1 What is the hardest thing about adaptability for you personally? Certain situations? Circumstances?
- 2 How can you encourage your TEAM or GROUP to be more adaptive?
- 3 Consider the larger mental and behavioral health system we are all part of. ***How can we increase the culture of adaptability?***

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“We cannot direct the wind,
but we can adjust the sails.”

-Dolly Parton



THANKS!

