



Co-funded by the
Erasmus+ Programme
of the European Union



ERASMUS+ KA220- YOU – Cooperation partnerships in youth.

“CURIE – Changes for youth education in relationship management with Emotional Intelligence” - 2023-1-IT03-KA220-YOU-000160281

SKILL 5: ADAPTABILITY

Theoretical concept:

Adaptability is the ability to adjust to new changes, challenges, and environments efficiently and positively. It is an essential skill in both personal and professional life, as it enables individuals to face uncertainty, solve problems effectively, and seize opportunities in changing contexts. Developing adaptability is crucial in a rapidly changing world.

It is based on four key components:

- **Cognitive Flexibility:** The ability to change thought patterns and consider multiple perspectives.
- **Emotional Resilience:** The capacity to manage and recover from stress and adversity.
- **Openness to Experience:** The willingness to try new things and take calculated risks.
- **Problem Solving:** The skill to find creative and effective solutions to unforeseen problems.

Adaptability has been an essential skill during the COVID-19 pandemic, allowing individuals and organizations to face unexpected challenges and rapid transformations. Individuals have had to learn to adapt to new realities, such as remote work, distance learning, and social restrictions. This adaptability has been essential for maintaining mental health and well-being (Besser & Nissly, 2020).



Co-funded by the
Erasmus+ Programme
of the European Union



ERASMUS+ KA220- YOU – Cooperation partnerships in youth.

“CURIE – Changes for youth education in relationship management with Emotional Intelligence” - 2023-1-IT03-KA220-YOU-000160281

People have had to develop emotional resilience and adapt their coping strategies in response to the stress and anxiety caused by the health crisis (González & Martínez, 2021).

Communities have had to adapt to new social norms and public health behaviors, such as wearing masks and physical distancing. This social adaptability has been key to controlling the spread of the virus (Gollust, Nagler & Fowler, 2020).

The lack of adaptation can have significant consequences that affect mental health, interpersonal relationships, and overall well-being. Therefore, developing adaptability skills is essential for thriving in a constantly changing world.

Adaptability is crucial in the modern workplace. Those who fail to adapt may face poor job performance, limitations in their professional development, and problems in their work relationships. Fostering a flexible mindset and openness to change is fundamental for both individual success and the growth and sustainability of organizations.

Methods to Develop Adaptability:

Developing adaptability not only enhances the ability to face changes but also increases resilience and personal and professional effectiveness, better preparing you for an uncertain and ever-evolving future.

Fostering a Growth Mindset:

- **Embrace Change:** View change as an opportunity for growth and learning rather than a threat.



Co-funded by the
Erasmus+ Programme
of the European Union



ERASMUS+ KA220- YOU – Cooperation partnerships in youth.
“CURIE – Changes for youth education in relationship management with Emotional Intelligence” - 2023-1-IT03-KA220-YOU-000160281

- **Continuous Learning:** Be willing to learn new skills and acquire new knowledge regularly.

Developing Resilience:

- Learn to quickly recover from failures and see them as learning opportunities.

Improving Cognitive Flexibility:

- **Problem Solving:** Practice problem-solving and decision-making in diverse situations.
- **Exposure to New Ideas:** Read, travel, and expose yourself to different cultures and ideas to broaden your perspective.

Encouraging Innovation and Creativity:

- **Creative Thinking:** Engage in activities that stimulate creativity, such as brainstorming and unconventional problem-solving.
- **Strengthening Teamwork Skills.**



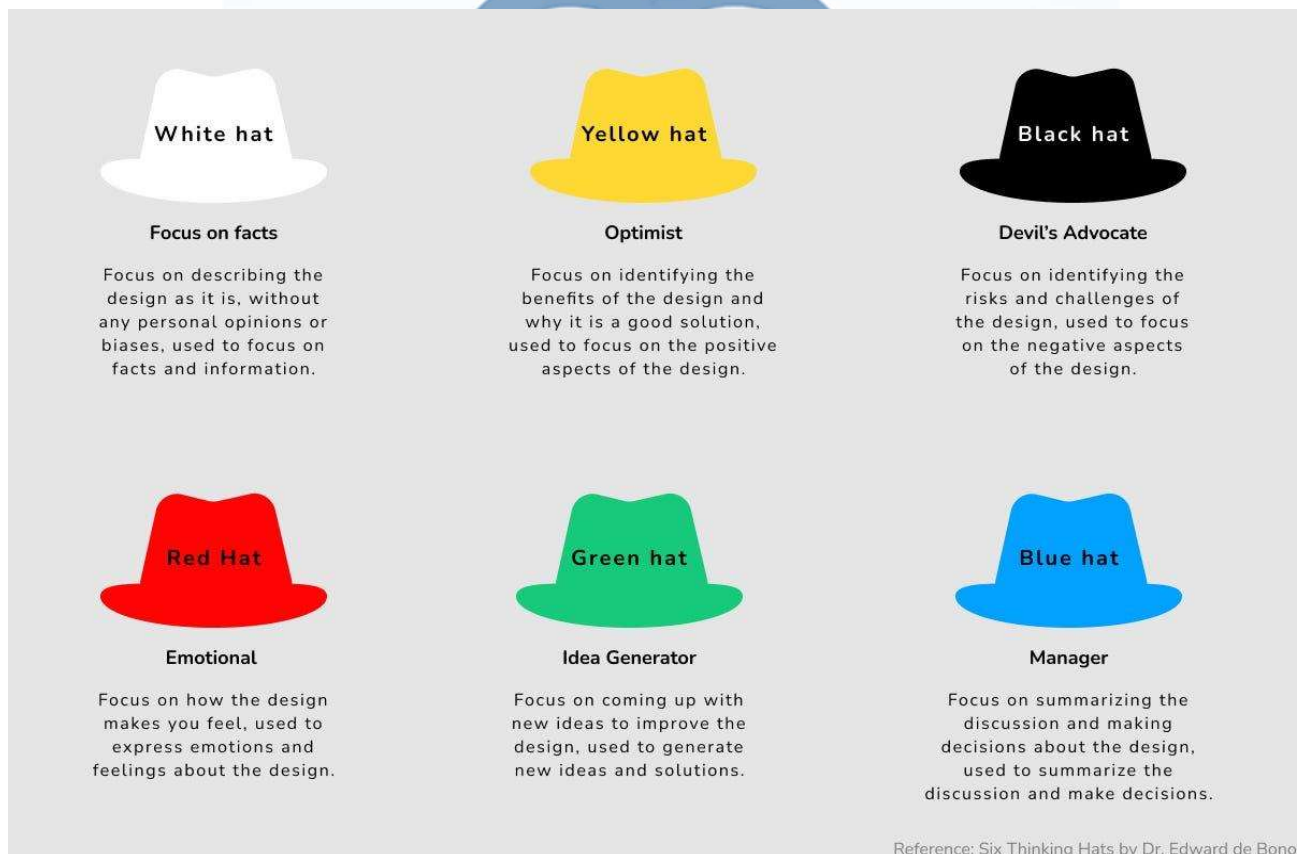
Co-funded by the
Erasmus+ Programme
of the European Union



ERASMUS+ KA220- YOU – Cooperation partnerships in youth.
“CURIE – Changes for youth education in relationship management with Emotional Intelligence” - 2023-1-IT03-KA220-YOU-000160281

Practical Activity:

The **Six Thinking Hats** technique aims to think from each of those differentiated viewpoints, making perspectives conscious and providing a broader overview of the case, more efficient pros and cons, and other paths that might not have been considered.



What is Six Thinking hats? <https://www.youtube.com/watch?v=UZ8vF8HRWE4>



Co-funded by the
Erasmus+ Programme
of the European Union



ERASMUS+ KA220- YOU – Cooperation partnerships in youth.
“CURIE – Changes for youth education in relationship management with Emotional Intelligence” - 2023-1-IT03-KA220-YOU-000160281

Bibliographic references:

Besser, A., & Nissly, J. (2020). "Adaptability during the COVID-19 Pandemic: Stress and Coping Mechanisms." *Journal of Health Psychology*, 25(10), 1267-1277.

Gollust, S. E., Nagler, R. H., & Fowler, E. F. (2020). "The Impact of COVID-19 on the Social Determinants of Health: A Call for Action." *Health Affairs*, 39(8), 1419-1423.

González, M. A., & Martínez, J. (2021). "Mental Health and Adaptability in Times of COVID-19: Resilience Factors." *Frontiers in Psychology*, 12, 610987.

