



MICRO TASKS



S4B

Note to user: After familiarizing with each video pill, the user will be provided with the opportunity to perform several tasks/activities/games in order to practice and further develop the respective skill.

SKILL

ADAPTABILITY

MICRO TASK NUMBER 3

WALK IN MY SHOES

01 What are the objectives of the task?



Accepting what cannot be changed

One of the things that is often said by those with high levels of adaptability is that they accept what cannot be changed and worry only about what they can change themselves.

02 What will teachers learn?



Teachers will learn Strategies for overcoming resistance to change. They will learn how to perform a task that will help them analyze the forces that resist change and the forces that help change.

03 Tasks and procedure



Obstacles to change

There are several blocks or barriers that can hinder the process of adaptability to change.

1. Define the current change problem as precisely as possible, including strengths and weaknesses and the ideal situation.
2. List all "helping" and "resisting" forces. They may be related to people, the economic situation, time, resources, the external environment or organizational culture, or even other issues.
3. Rank them in order of strength of influence. You can use a scale of 1 to 10, for example, or opt for a simpler ranking of Strong, Medium or Weak, but be sure to think of them in relative terms.
4. Draw a force field diagram, with the helping forces on one side and the resisting forces on the other. For each force, draw an arrow whose length or thickness indicates its strength. Then decide whether each is important, very important, or unimportant.
5. Analyze each force. For each one labeled as important or very important, see how it could be strengthened (in the case of a helping force) or weakened (in the case of a resisting force).
6. Establish a course of action that seems best suited to achieve the desired change, including identifying resources.
7. Finally, with the results you can work on developing a plan of action

