



# Adaptability

*Embraces change and can adjust to new or evolving conditions.*

Category: *Character*

Type: *Competency*

Statement	Behavior	Scaling
<input type="checkbox"/> <b>5 - Exceptional</b> Extremely adaptable and unusually capable adjusting to new and evolving conditions and situations. Seeks to understand the change and how they can support it.	Will often take the lead when new or evolving situations emerge; effectively embraces changes in the workplace with a positive attitude assisting others if necessary; anticipates resistance to organizational change and develops strategic plans to assist in addressing them.	Level of proficiency significantly exceeds expectations.
<input type="checkbox"/> <b>4 - Excellent</b> Readily and highly capably adapts to new and evolving conditions and situations. Asks questions to understand change and support it.	Embraces changes in the workplace with a positive attitude; anticipates objections to change and assists with the development of plans to address them.	Level of proficiency exceeds expectations.
<input type="checkbox"/> <b>3 - Competent/ Meet Expectation</b> Embraces change and adapts to new and evolving conditions and situations.	Copes with changes in the workplace comfortably; adapts to changing situations with ease.	Level of proficiency is at an expected level.
<input type="checkbox"/> <b>2 - Marginal</b> Slow to adapt and adjust to new and evolving situations and conditions. May show resistance to change.	Tends to cling to past ways and methods when faced with changes. struggles with change and is usually resistant.	Level of proficiency is slightly below expectations.
<input type="checkbox"/> <b>1 - Unsatisfactory</b> Resistant to change and may not adapt to new and evolving conditions.	Clings to the past and actively fights change; resists change and fails to try to evolve/learn new processes or procedures.	Level of proficiency is significantly below expectations.
<input type="checkbox"/> <b>0 - Not Observed</b>		

**Comments**