

Adapting to Change

Definition

Adjusting effectively and helping others to work within new work structures, processes, requirements or cultures.

Successfully meeting expectations for adapting to change at Baylor College of Medicine means that the individual consistently displays all or some of the following behaviors.

Adapting to Change Behavior Statements

Adapts to changing business needs, conditions, and work responsibilities.

- Adapts approach, goals, and methods to achieve solutions and results in dynamic situations
- Strives to understand the rationale and implications for changes in work responsibilities or environment
- Treats change and new situations as opportunities for learning or growth
- Does not persist with ineffective behaviors
- Manages change in a way that reduces the concern experienced by others
- Adapts communication to situation and audience

Provides timely guidance and feedback to help others strengthen specific knowledge/skill areas needed to accomplish a task or solve a problem.

- Clarifies expected behaviors, knowledge, and level of proficiency by seeking and giving information and checking for understanding
- Establishes good interpersonal relationships by helping people feel valued, appreciated, and included in discussions
- Links performance improvement and skill development to relevant personal and business goals
- Creates learning culture by discussing issues openly and seeking ideas for improvement

Creates and executes influence strategies that persuade key stakeholders to take action that will advance shared interests and business goals.

- Uses open-ended questions to explore issues and clarify perspectives and goals
- Presents logical rationale and recommendations in a manner that clearly links them to priorities
- Works to build consensus
- Provides information about the background and rationale behind changes
- Promotes shared mission, vision, and values and uses those principles to guide actions