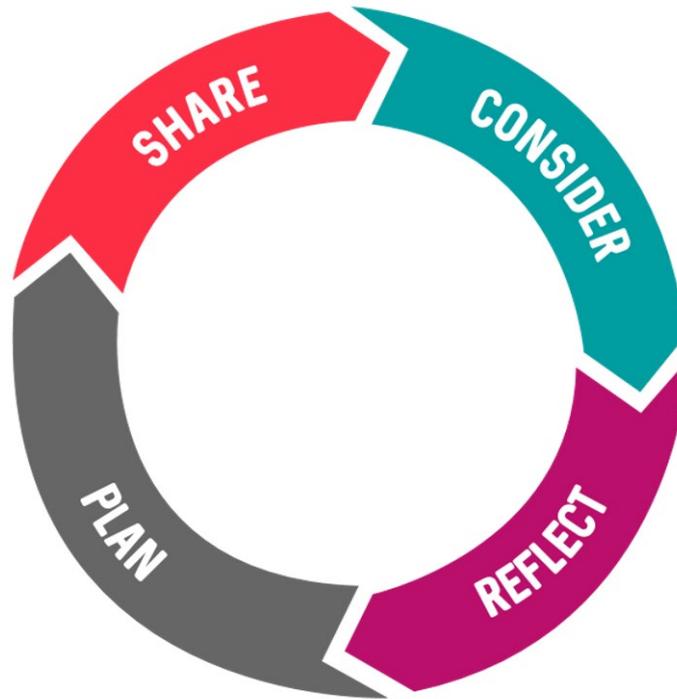




SURVIVAL SKILLS FOR SOCIAL ENTREPRENEURS

**Adaptability simulator:
How would you respond?**

Below are four scenarios which could impact an organisation. Imagine you were faced with each and consider how you would respond. Try and notice your gut reaction, and then use the reflection questions below to help with your understanding.



STEP 1: CONSIDER

What would you do if...

1. Your main funder changes the requirements of their grants?
2. There is a shortage of a core component of your product which will mean you can no longer meet customer demand for the next 2 months?
3. A new technology enters the market which competes with your product/service?
4. A volunteer who you've relied on for a long time decides to leave?

STEP 2: REFLECT

Think about how you responded to each scenario:

- What kind of thoughts went through your mind? How open to change were you? Did you feel threatened, frustrated or disappointed? Or did you see it as an opportunity? Did you come up with an alternative plan?
- Why do you think you responded the way you did?
- Think about past experiences when things have changed. How have you responded then?
- Were your responses common across all of the scenarios?
- What do your responses suggest about your adaptability?

STEP 3: PLAN

Consider the *Six ways to develop your adaptability resource* and your responses above.

- What action could you take this week to strengthen your adaptability?
- What thoughts or feelings might indicate that you're resisting change? What will you do if you notice this in future?
- How will you hold yourself accountable to trying new approaches or ways of doing something going forward?
- How could you support others with their adaptability?

STEP 4: SHARE

- **Ask others in your team** how they would respond in each of the scenarios.
- **Notice any similarities or differences** and have a discussion about why you responded the way you did.
- **Consider what this is telling you about the culture of adaptability** and innovation in your organisation. Is this an area of strength or something you might need to develop? What actions can you take together to continue building adaptability?