

CHAPTER 1: ADAPTABLE

If You Won't Change for the Team, the Team May Change You

"Blessed are the flexible,
For they shall not be bent out of shape."Michael McGriff

Teamwork and personal rigidity just don't mix. Harvard Business School professor Rosabeth Moss Kanter observed, "The individuals who will succeed and flourish will also be masters of change: adept at reorienting their own and others' activities in untried directions to bring about higher levels of achievement.



Thought: Education is definitely always undergoing change. KERA (Kentucky's Education Reform Act) certainly shook things up several years ago in our state. Now No Child Left Behind like KERA has student achievement driving the bus.

Team players who exhibit adaptability have certain characteristics: Adaptable people are:

- Teachable
- Emotionally Secure
- Creative
- Service Minded

Thought: If you focus only on yourself and your "comfort zone" you will be less likely to be adaptable for the good of the team.

Questions to ask yourself:

- If you have to make a change in the way you do things in your job, are you supportive, or would you rather do things the way they've "always been done before"?
- If you have always been the leader of something but someone with greater talent in your educational arena joins the team, would you be willing to take on a different role? (Tough one isn't it?)

Summary:

The first key to being a team player is being willing to adapt yourself to the team—not an expectation that the team will adapt to you! If you find that adaptability and change is hard for you then you might..

- **Get into the habit of learning.**
- **Reevaluate your role.**
- **Think outside the lines.**

Remember that all people can choose to become better teammates.

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