



LEADER



SPEAKER



AUTHOR



CHANGE CHAMPION COACH

Personal Agility

- the ability to anticipate and respond rapidly to changing conditions ...

acknowledging we live in an era of global permanent change, agility means talking a proactive approach to change, anticipating challenges and opportunities, a willingness to rethink past assumptions, and readily, willingly, rapidly, and effectively adapting to change.

People with this competence ...

- ✓ Manage changing situations and transitions with ease
- ✓ Examine situations from many perspectives
- ✓ Anticipate the need for change before it is imposed
- ✓ Strategically and proactively embrace change
- ✓ Are willing to rethink their assumptions
- ✓ Are adaptable, flexible and respond rapidly in the face of change
- ✓ Learn from experience
- ✓ Adjust their approach to meet the demands of every-changing situations.

People lacking this competence ...

- ✗ Lack the perspective to deal with changing realities
- ✗ Deny, ignore, and/or resist change as it occurs around them
- ✗ Are unwilling to explore or be open to new possibilities
- ✗ Lack the ability to anticipate and adapt to change
- ✗ Blame others for changing circumstances
- ✗ Maintain an inflexible attitude in the face of change.

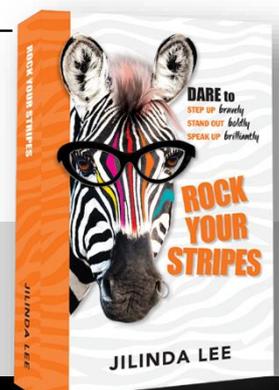
How agile are you?

Personal agility is becoming an increasingly crucial self-management skill to not only survive, but thrive in this changing environment. It means being able to make decisions and take action even when all the information is not yet available or when we don't have the total picture.

Flip over and take the self-assessment test ... to determine how frequently you demonstrate behaviours of a person with strong personal agility.

This exercise, with further development tips is also included in Jilinda Lee's book – **ROCK YOUR STRIPES**, in the 'Initiate Change' chapter.

ROCK YOUR STRIPES is available at major bookstores and online outlets globally, in a variety of formats.



HOW AGILE ARE YOU?

| | 1 | 2 | 3 | 4 | 5 |
|---|-------|--------------|--------------|---------------|--------|
| Action / Behaviour | Never | Almost Never | Some - times | Almost Always | Always |
| 1. I find it easy to operate outside of my comfort zone. | | | | | |
| 2. I am okay when things are 'up in the air'. | | | | | |
| 3. I readily embrace new ideas and concepts. | | | | | |
| 4. I quickly make decisions and solve problems, even when I do not have all the information. | | | | | |
| 5. I do not go around cursing change or let change put me in a bad mood. | | | | | |
| 6. I like to learn new skills and new ways of doing things. | | | | | |
| 7. I anticipate change and plan my response in readiness. | | | | | |
| 8. I tend to be an early adopter (or technology, new ideas, and new procedures). | | | | | |
| 9. I am comfortable working with people who have different thinking and problem-solving approaches. | | | | | |
| 10. I happily rearrange my schedule to fit with changed priorities and new deadlines. | | | | | |
| Scores | | | | | |
| TOTAL SCORE | | | | | |

Obviously, total scores of 40-50 show your personal agility levels are high, and at the opposite end of the scale, scores of 10-15 indicate you need to do some serious work on this. Don't get too hung up on the scores. Simply note which behaviours need the most work and dig deeper to find the cause and cure. If you need help with that ... let's chat further.



Jilinda Lee MMgt CMgr FIML

- is a change champion, internationally recognised leadership expert, inspirational thought leader, dynamic speaker, writer, mentor, and global advocate for women's participation in raising the leadership bar. She is available for media commentary, expert panels, podcast discussions, and speaking engagements, on all things leadership, diversity at decision-making tables, and proactive change.