

FLEXIBILITY

Activity 2: Navigating the change

Activities to promote adults' personal, social and learn to learn skills

Description of initiatives comprised in this handbook.

Title/name	Navigating the change
LifeComp Skill approached	<input type="checkbox"/> Self-regulation <input checked="" type="checkbox"/> Flexibility <input type="checkbox"/> Well-being <input type="checkbox"/> Empathy <input type="checkbox"/> Communication <input type="checkbox"/> Collaboration <input type="checkbox"/> Growth mindset <input type="checkbox"/> Critical thinking <input type="checkbox"/> Managing learning
Duration ¹	45 minutes
Type of activity	Self & group reflection/ Role playing
Short description	This activity is better performed with small groups (6-12 participants). The goal of this activity is to look for a solution to a potential scenario to cope with the change. This activity, through simulation and role playing, aims to expose participants to situations of change and encourage them to think of flexible strategies to cope with the change.
Objectives	<ul style="list-style-type: none"> ● Sensitise people to manage the changes and unexpected events that may arise during their everyday lives. ● Think about how people can recognise situations where they need to react and be flexible. ● Keep track of people's skills to adapt to change and decide how it is needed and improve them. ● Identify situations or activities and plan the use of some flexibility techniques ● Look for opportunities to grow through the changes
Setting ²	<ul style="list-style-type: none"> ● 1 Facilitator ● Cosy meeting room For face-to-face implementation:

¹ It can be continuously.

² Materials and resources needed to implement it, including financial, human resources and spaces. In case is needed a worksheet, please use the following document to prepare it.

	<ul style="list-style-type: none"> • A4 paper, pen, post-it, billboard For online implementation: • Jamboard
Facilitators' Tips³	Facilitator can take inspiration from the Activity 1 "Mind stretching" and ask participants to simulate a situation of change
Step by step	<ol style="list-style-type: none"> 1. Facilitator presents the definition of "flexibility" and its importance (please see Material for facilitators worksheet for more information) 2. Different potential scenarios dealing with change are presented by the facilitator. Three scenarios are suggested at the Material for facilitators worksheet 3. Participants are divided into 3 groups 4. Each group choses one scenario and tries to answer to the following questions: <ul style="list-style-type: none"> • What would be your first reaction? • What are the possible solutions to the 'problem'? • What would a 'flexible person' do? • How could you use the change to your benefit? 5. After the discussion in small groups, each group choses a leader to present the answers to the plenary session. 6. The facilitator encourages the group to discuss the findings
Debriefing	For the debriefing, the facilitator can distribute one post-it to each person and ask them to give one word or short phrase to describe their experience in the class. For the online implementation, the facilitator can use <i>Jamboard</i> with online post-its.
References	Activity 2 adapted from https://act45.eu/ Sala, A., Punie, Y., & Garkov, V. (2020). LifeComp: The European framework for personal, social and learning to learn key competence (No. MONOGRAPH). Office of the European Union. https://publications.jrc.ec.europa.eu/repository/handle/JRC120911

³ What a person needs to know to implement the activity.



Navigating the change – Material for facilitators

Worksheet – Flexibility

- **Definition**

The ability to manage transitions and uncertainty, adapt to changes, consider new ideas and points of views, face challenges, compromise and find solutions.

“Flexibility refers to the ability of muscles, joints, and soft tissues to move through an unrestricted, pain-free range of motion. It involves the capacity of these structures to stretch, lengthen, and contract without limitations, allowing for smooth and efficient movement’ (UC Davis, n.d.).

- **Why is it important?**

Change and uncertainty are inherent characteristics of everyday life, especially in these times of rapid change due to the socioeconomic context and technological advances. Therefore, the ability to adapt to, or even better thrive in response to, these changes is an important skill.

From changing schools, moving house to contacting new ideas and cultures, flexibility is one of the most important skills for mental, socioeconomic and professional development.

Flexibility is also described as the competence to make decisions when the result of that decision is uncertain, when the information available is partial or ambiguous, or when there is a risk of unintended outcomes (EntreComp).

According to the Lifecomp framework, in 2019, flexibility /adaptability was the most requested skill in online job advertisements. Employers want to hire individuals that are able to “modify one’s attitude or behaviour to accommodate modifications in the workplace”, whereas NACE (2020) identified flexibility/adaptability as one of the personality skills most wanted by employers from students.

Suggested scenarios:

Scenario 1	You have been working in a supermarket for a long time, you take care of the registration of incoming goods. You have always done that type of work in the same way. Now, the company has decided to change the method of registration of the goods and to use a particular software, so it forces you to do a training course for six months that will allow you to work according to the established criteria.
Scenario 2	Your apartment that you rented for the past 20 years is old and has some issues with the plumbing. One day you wake up to take a shower and the



	<p>water pipe bursts. When you call the landlord to fix it, he decides to do a complete renovation that will take up to 6 months.</p>
Scenario 3	<p>You always follow the same path from home to work, and other places you go, and use the nearest metro. The city Mayor decides to close the metro station for renovation as there are some safety issues.</p>

