

# Reflection exercise



Here are a few tips for developing adaptability.

- When you catch yourself shooting an idea down, take a moment to consider what mental scripts might be influencing your behaviour. Mental scripts are so automatic that you have to decide intentionally that you want to challenge them, if you want to avoid resorting to default behaviour.

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- Start distinguishing between observation and inference, between fact and conjecture. Inference and conjecture can be influenced by mental scripts which don't have a bearing on reality. Be the voice in the room that calls others' attention to this possibility, and help everyone pause so that they can analyze inferences and conjectures that may or may not be valid. But also be aware of when you might be doing this yourself.

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- Do you habitually insist on going "by the book"? Is this necessary for every issue you face? What would happen if you tried a different approach or asked for some new ideas from others?

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- Consider that when we push the envelope, and when we intentionally put ourselves in situations that are outside our comfort zone, we grow. Are you trading on old knowledge? Do you need to update your skills? Are you relying too much on your title as the sign of authority? In today's working environment, surrounded by highly intelligent and specialized knowledge workers, this no longer works. We need to adapt by continually evolving and reinventing ourselves. Where do you need to develop most?

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