

Content Outline: Why Some People Are Better at Adapting and What You Can Learn from Them

Proposed Title [H1]: Why Some People Are Better at Adapting and What You Can Learn from Them

Content Objective: 1) Position Schulich ExecEd as a go-to source for leadership development by explaining the psychology, behavior, and skills behind adaptability at work; 2) offer practical steps professionals can use to improve their adaptability, resilience, and performance

URL [New Page]: <https://execed.schulich.yorku.ca/news/adaptability-at-work/>

Target Word Count: ~2500

Audience: Mid-career professionals, managers, and emerging leaders who are navigating change and looking to build stronger adaptability, resilience, and problem-solving skills.

Main Keyword:

- adaptability at work
- being adaptable at work
- adaptability at work examples
- adaptability in the workplace

Halo Keywords:

- resilience in the workplace

People Also Ask:

- How do you show adaptability at work?
- How do I professionally say I am adaptable?
- What are signs of low adaptability?
- Why do I struggle with adaptability?
- What does it mean to be adaptable at work?
- What is an example of adapting to change at work?

SERP Feature:

- **Type:** AIO
- **Preview:** Adaptability in the workplace is the ability to adjust to new situations, challenges, and changes in a productive way by modifying your actions, attitude, and skills. It involves being open to new concepts and technologies, learning from past experiences, and demonstrating a flexible mindset to help yourself and your team navigate a dynamic business environment. Employers value

this soft skill because adaptable employees are resourceful, resilient, and can help the business respond to changing trends and needs.

Proposed Title Tag: Adaptability at Work: Why Some People Excel at Change

Proposed Meta Description: Learn why some adapt faster than others and how you can strengthen your adaptability at work through mindset, skills, and practical everyday behaviors.

Top Ranking URLs:

URL	Top Keyword	Est. traffic [/month]	Word Count
https://www.mckinsey.com/capabilities/people-and-organizational-performance/our-insights/developing-a-resilient-adaptable-workforce-for-an-uncertain-future	resilience at work	79	2.8K
https://www.bbc.com/worklife/article/20220915-how-adaptability-helps-you-bounce-forwards-at-work	adaptability definition	96	1.4K
https://www.business.com/articles/how-well-do-you-handle-change-the-benefits-of-being-adaptable/	why is adaptability important	201	2.5K
https://asana.com/resources/workplace-adaptability-skills	adaptability in the workplace	280	3.1K

Key takeaways

- Consider including a brief “Key Takeaways” box with 3-4 bullets summarizing the main insights. This improves scanability, strengthens SEO and featured-snippet potential, and helps AI/LLM systems better understand content.

Section 1 [H2]: Why Adaptability Shapes How We Work and Succeed

Questions to answer:

- Why is adaptability so important in today’s workplace?
- What does it actually mean to be adaptable at work?
- What’s the connection between adaptability and resilience?

Content Suggestion:

- Clearly define what adaptability looks like in a modern workplace

- Show how rapid industry changes (AI adoption, new tools, shifting expectations) make adaptability a critical leadership skill
- Mention how adaptability has become one of the top predictors of career progression (see external link for reference)
- Briefly explain that resilience enables recovery after challenges, whereas adaptability enables progress through changing circumstances.

External links:

- <https://www.peoplematters.in/article/workforce-planning/curiosity-and-adaptability-become-core-predictors-of-workforce-success-in-2026-or-armstrong-47605>

Internal links:

- <https://execed.schulich.yorku.ca/news/bridging-the-gap-between-ai-hype-and-adoption/>
- <https://execed.schulich.yorku.ca/news/the-essential-role-of-organization-development-in-navigating-big-changes/>

Section 2 [H2]: What Highly Adaptable People Do Differently

Questions to answer:

- What behaviors separate adaptable people from others?
- How do they respond to change under pressure?
- What mindsets help them succeed?

Content Suggestion:

- Highlight common patterns of adaptable people, including curiosity, problem-solving, emotional agility, openness to feedback, etc.
- Explain how adaptable people reframe challenges, stay solution-focused, and avoid rigid thinking.
- Include 2-3 adaptability at work examples (e.g., adjusting workflows, learning new tools quickly, shifting priorities, others if applicable). List in bullet format + expand on
- Cover soft skills like empathy, self-awareness, communication.

Internal links:

- <https://execed.schulich.yorku.ca/news/mastering-the-art-of-feedback-transformative-techniques-for-todays-leaders/>
- <https://execed.schulich.yorku.ca/news/what-are-soft-skills-and-why-do-they-matter-in-todays-workplaces/>

External links:

- <https://ca.finance.yahoo.com/news/burnout-rising-among-canadians-many-100600534.html>

Section 3 [H2]: Why Some People Struggle with Adaptability

Questions to answer:

- Why do some employees resist change?
- What are common signs of low adaptability?
- What psychological or systemic barriers hold people back?

Content Suggestion:

- Identify common barriers including fear of failure, cognitive overload, ambiguity avoidance, lack of support
- Briefly discuss emotional responses to change and how uncertainty affects performance.
- In bullet or table form, provide signs of low adaptability, e.g. rigid thinking, defensiveness, difficulty re-prioritizing, poor stress response

Internal links:

- New blog on change management can be linked here:
<https://docs.google.com/document/d/1EQ47fwML4RWPgNH-ER3yIsbz3EUIBMBP/edit?usp=sharing&oid=102371049881020262693&rtpof=true&sd=true>

External links:

- <https://www.cfodive.com/news/workers-fear-ai-diminish-replace-role-grantthornton/731972/>
- <https://ppforum.ca/articles/learning-to-change-worker-resilience-and-adaptability/>

Section 4 [H2]: The Science of Adaptability: Mindset, Habits, and Behaviors

Questions to answer:

- How does mindset influence adaptability?
- Which habits/mindsets/thinking patterns shape adaptability?
- Can adaptability be learned?

Content Suggestion:

- Explain growth mindset vs fixed mindset in real-world leadership contexts
- Discuss emotional regulation and cognitive flexibility.
- Highlight micro-habits like pausing before reacting, debriefing decisions, seeking alternative viewpoints, etc.

Internal links:

- <https://execed.schulich.yorku.ca/news/project-managers-as-change-leaders-strategies-for-success/>

External links:

- <https://www.business.com/articles/how-well-do-you-handle-change-the-benefits-of-being-adaptable/>

- <https://blog.workday.com/en-gb/hr-trends-to-watch-in-2025-building-the-human-centric-workplace.html>

Section 5 [H2]: Practical Ways to Build Your Adaptability at Work

Questions to answer:

- How can one become more adaptable professionally?
- What can you start doing today?
- What does “showing adaptability” look like in everyday tasks at work?

Content Suggestion:

- Share actionable steps to become more adaptable, including reframing problems, testing new approaches, asking better questions, building learning routines.
- Provide powerful adaptability at work examples:
 - taking initiative on unfamiliar tasks
 - shifting priorities without friction
 - seeking feedback proactively
 - learning new tools before being asked
- Introduce a simple framework (e.g. *Reframe-Respond-Reflect* or *Asses-Adjust-Act*) to help readers practice adaptability.

Internal links:

- <https://execed.schulich.yorku.ca/news/how-to-be-a-better-leader-practical-steps-to-develop-your-leadership-potential/>

External links:

- <https://www.sciencedirect.com/science/article/pii/S2666721521000065>

Section 6 [H2]: Adaptability and Resilience: How They Work Together

Questions to answer:

- How do adaptability and resilience complement each other?
- Why do resilient employees adapt faster?
- How can leaders foster both skills on teams?

Content Suggestion:

- Briefly clarify the difference between the two concepts. Talk about how resilience absorbs impact and adaptability transforms it into progress.
- Share examples of how resilient and adaptable teams navigate disruption better

- Discuss how leadership behaviors (communication, transparency, psychological safety, etc) influence adaptability.

Internal links:

- <https://execed.schulich.yorku.ca/news/resilient-leadership-navigating-crisis-and-uncertainty-with-confidence/>

Section 7 [H2]: Adaptability Is a Leadership Advantage

Questions to answer:

- Why does adaptability matter for future leadership?
- What's the simplest way to start improving?
- How can professionals build long-term adaptability?

Content Suggestion:

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- Recap key points covered in the blog.
- Reiterate that adaptability is not innate but it's trained through mindset, experimentation, and reflection.
- Position Schulich ExecEd as a trusted partner in developing future-ready leaders.

Call to action URL:

- <https://execed.schulich.yorku.ca/program/masters-certificate-in-innovation-leadership/>

Call to action copy suggestion:

- Ready to strengthen your adaptability and lead confidently through change? Explore Schulich ExecEd's Master's Certificate in Innovation Leadership and build the skills today's evolving workplace demands.

Note that while this outline provides a foundation for the blog, specifics may pivot as needed during the writing phase.