



GPEAK

Adaptability and Flexibility Mentor Moments

Mentor Moments
Adaptability and Flexibility

The resources are meant to be downloaded and edited as necessary to meet the specific needs and/or experience level of your Participant group and/or be incorporated into other existing materials in use by your organization.

These activities help to foster the culture of each of the competencies by applying them to everyday situations. The Mentor Moments are quick and easy. These can be used as icebreakers for introductions to each skill. In addition, they can serve as interventions that provide unique ways to reinforce one of the performance indicators. They also provide a common reference point for learners which can be brought up as examples or reminders as part of the ongoing skills progression. They are not meant to be full lessons, but rather just-in-time supports to foster skills.

MM1 – More Than One Way

Pass a ball around the room. Each person must pass the ball in a UNIQUE manner. Point out that the goal was accomplished using a wide variety of methods. Ask participants to perform the task again, but this time two participant's hands have to remain on the ball at all times. Keep changing criteria, as desired.

MM 2 – Non-verbal Communication

Explain a particular concept that you want participants to convey to others. It might be a safety issue, encouragement to recycle, or a workplace procedure. Ask participants to make a preliminary sketch, with pencil and paper, of a poster they would make to convey the message. Provide markers, pencils, scissors, glue, and paper. Change the goal. Now ask participants to design something visual that uses only non-verbal communication in order to convey the message. No words or numbers allowed!

MM 3 – One Hand Tied Behind

Have a large belt available. Put this around the participant. Ask them to hook the thumb of their dominant hand into the belt that is on their back. This leaves them only one hand to work with. Then ask the participant to perform a simple task like opening a jar, making a sandwich, tying shoes, sewing on a button, or making a simple image using clay; with the one hand "tied" behind their back. This forces the participant to find ways to adapt.

MM 4 – Using Feedback

Have one participant attempt a task from the One Hand Tied Behind activity. Ask others to give feedback on ways that the person might more easily complete the task. Have the one-handed participant follow through and use the feedback to accomplish the task.

MM 4 – Twenty Questions with Nonsense Verbs

Think of a simple task, such as folding a piece of paper in quarters. Hold up the unfolded paper and tell participants you want one of them to "kermugel" it. (Any nonsense word will work). Participants now have to ask questions with yes or no answers to determine what to do. Examples for this task might be:

Does it involve writing? Will I need scissors? Does the action require the use of a piece of office equipment?

You may set the limit of 20 questions or let participants continue until they have clarified the task.

Repeat the process with several different tasks that are described with unique nonsense words instead of a verb.

MM 5 – Make It Work or “MacGyver” It

Divide participants into groups. Ask each group to perform a specific, simple task. Have objects on hand that are needed to complete the task. Some examples might be:

- Put a cotton ball into a cup
- Make a pencil mark on a piece of paper
- Place a piece of paper in the recycle bin
- Put a ruler in a drawer

After they are given the items and the task, inform participants that they are NOT allowed to touch any of the items listed in the task with their hands. They are allowed to use any other objects in the room to complete the task. They may also use body parts as long as they are not using their hands. Give each group some time to perfect their technique. Have each group demonstrate how they are able to complete the task.

MM 6 – Using Feedback Part 2

Have one participant attempt a task from the Make It Work activity. Ask others to give feedback on ways that the person might more easily complete the task. Have the participant follow through and use the feedback to accomplish the task.

Crosswalk of Mentor Moments with Performance Indicators for Adaptability and Flexibility

Performance Indicator	More Than One Way	Non-verbal Communication	One Hand Tied Behind	Using Feedback	Twenty Questions	Making It Work	Using Feedback Part 2
Embraces new ideas and approaches when opportunity arises	X	X					
Seeks opportunities to improve processes and accomplish goals						X	X
Effectively changes plans, goals, actions, and priorities to deal with changing situations		X	X				
Reflects on and modifies own work behaviors based on feedback				X			X
Asks questions in the face of ambiguity to gain clarity and identify next steps					X		