



# adaptability as a need to thrive in this era of speed, change, digitalization, and technologic transformation ...

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Randstad Professionals and A.Q - Tim Vermeire

We stand here, on the cusp of something truly extraordinary. The world, as we knew it, has transformed before our very eyes. And while we've emerged from the shackles of a global pandemic with an economy that's resilient, robust... we also find ourselves sailing in uncharted waters of disruption, unparalleled in its scale and velocity.

Industries are no longer silos; they are converging, intertwining... creating a tapestry that's rich, varied, and incredibly complex. Technology... it's not just supporting businesses, it's reinventing them, forging paths through the unexplored terrains of artificial intelligence, and reshaping the very fabric of our economic models.

Every conversation, every leader, every visionary we speak to is pulsating with a renewed vigor, a focus on software, on services, on recurring revenue, and on the boundless possibilities unshackled by AI. It's an era where every byte of data, every line of code sews the seeds for opportunities yet to be unearthed.

In this transformation, a new dawn rises for employees around the globe. They are not just the workforce; they are the pulse, the heartbeat of this new age. An age where they wield more power, more agency, and an unbridled freedom that's not just desired... it's imperative.

The latest figures don't just show numbers; they narrate stories. Over 40% of the opportunities that knock on our doors today whisper the possibilities of hybrid work, a testament to the silent yet irrefutable shift in our working paradigms.

Whether it sits well with the boardrooms or not, surveys echo the voices of employees who do not just prefer but demand a hybrid work environment. The days of being shackled to a desk from nine to five... they are behind us, never to return.

Yes, we are met with challenges — of burnout, of mental health, and the pressing need to align pay with the rising tides of inflation.

CEOs, leaders, visionaries... we are all intently tuned into ensuring the productivity, the retention, and the sustainability of our workforce. Because, at the core of every company, behind every innovation, and within every strategy, there's a thread of concern, a genuine care about the shortage of not just workers and skills, but leaders who will pave the way into this new, imagination economy.

Together, we embark on this journey, navigating through the symphony of opportunities and challenges, crafting a future that's not just profitable but profoundly human.

## where we are and where to go?

The world is changing fast. So fast that it is difficult to follow. Every day, we are confronted with thousands of different stimuli, ever-expanding digitalization, and ever more powerful forces of transformation, both at work and in society as a whole. Our increasingly frantic way of living and working demands more and more energy from us and has negative effects on our bodies, our health and our quality of thinking, work and life. Behind the seemingly attractive facade of this life, a deep personal emptiness is often concealed. In this way, we undermine our own human potential, our capacity to experience pleasure and our ability to achieve success.



But that is not the way it has to be. How can we live lighter and work smarter in this new normal? The answer is AQ or adaptive intelligence: the ability to adjust to changing, complex and uncertain circumstances. AQ is the core meta-competence of the 21st century and can help you to tackle the challenges of the future in an effective, stable and flexible way. A high AQ boosts your levels of performance, resilience and satisfaction, both at work and at home. Adaptability has been described by the Harvard Business Review as 'the new competitive advantage'. 2018 LinkedIn data revealed that adaptability topped the top five soft skills that employers were looking for in new candidates.

Our ability to be able to un-learn, re-skill, and change according to circumstances and demand has become more important than ever, and is it any wonder? Adaptability is not about naïve flexibility, but a well-defined and organized equilibrium of stability and flexibility.

**the five principles of human adaptability are:**  
**Energy — Essentialism — Focus — Balance — Growth mindset.**

Managing your energy is a basic, healthy resource to fuel your body, heart, and mind. Directing your energy towards the elements and people that are most essential, will be crucial to select the right load and direction towards the desired contribution and value.

During the action there will be a lot of distraction due to the many options we have in terms of activities, the multi-channel connectivity, and the stimuli that our brain has difficulty shielding.

These first three principles support us to be disciplined in heading for value, contribution and muting the possible overload by interest and demand. But then it is important to set up a desired and rich architecture of our private and our work that allows us to enjoy, flourish and efficiently arrange what is necessary to achieve the predetermined goals. We call the principle that offers a structural answer in terms of the organization of our work and our private life 'balance' or more correctly stated 'the optimal imbalance'. Balance is a utopia and becomes a constant task from the definition of imbalance in our organization of our lives.

Finally, we do know that our mindset, our context and how we approach things are wired together. But what about the capacity to think big, optimism, solution focused thinking, the capacity to unlearn & relearn, showing grit, developing your mental flexibility, and fostering hope?

This is the full picture of our growth mindset that will help us to be interested in the future, inviting our interest to understand complexity and respond wise in uncertain and difficult circumstances. These five principles rely on each other and can collaborate to unleash our personal and even collective capacity to adapt smart.

Knowing to unleash your personal adaptability will motivate and help you to evolve from exhaustion to energy, from excess to essence, from distraction to traction, from imbalance to balance and from a fixed to a growth mindset. In short, from "no time for anything" to "time for what is important", for everything you have ever wanted to do.

Employees have gained more power, agency, and freedom, becoming a focal point in organizational strategies. Why it's Important? Satisfying employee needs and preferences is crucial for retaining talent and maintaining a productive and engaged workforce. The shift towards employee-centric approaches will require organizations and coaches to focus on developing leadership styles and organizational cultures that prioritize employee well-being, engagement, and empowerment. So, unlocking the full human potential to adapt in this new era through adopting wise the new ways of working and technology will support us to leverage business and society.

In need of more information and inspiration:  
[www.adaptiveintelligence.eu](http://www.adaptiveintelligence.eu).

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