

ADAPTING TO THE FUTURE OF WORK

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1. The Greatest Leaders Are Highly Adaptable

- Adaptability isn't just reacting to change — **it's shaping it.**
- **AQ (Adaptability Quotient):** The ability to embrace ambiguity, flex your mindset, and reorient fast.
- IQ gets you the job. EQ helps you with people. AQ keeps you learning and growing.

2. Four High-AQ Habits

Engage – Notice sooner

- Spot signals early. Pay attention to what's new, surprising, or on the margins.
- Ask: What's changing around me before it becomes obvious to everyone?

Accept – See change clearly, accept what is changing for you

- Change can feel like loss — reframe it as gain.
- Ask: What's one thing I'm resisting? Why?

Activate – Shift from thought to action. Test quicker

- Use "What if?" to unlock creativity and options.
- Ask: What small test could I run this week to activate my energy for change?

Release – Let go earlier

- Drop what no longer serves you, your team, or your goals.
- Ask: What's one thing I can stop doing?

3. From Reactive to Ready

- Ready leaders build firebreaks before the fire — they prepare, not just repair.
- Adaptability gives you options. Without it, you're stuck reacting.