

**34 - Flexibility** - Openness to different and new ways of doing things; willingness to modify one's preferred way of doing things

	<b>Basic</b>	<b>Proficient</b>	<b>Advanced</b>
<b>Professional/ Specialist</b>	<ul style="list-style-type: none"> <li>• Listens to perspectives other than his/her own</li> <li>• Shows some openness to new organizational structures, procedures, and technology</li> <li>• Eventually switches to a different strategy when an initially selected one has been unsuccessful over time</li> <li>• Will eventually modify a strongly held position in the face of contrary evidence</li> </ul>	<ul style="list-style-type: none"> <li>• Is able to see the merits of perspectives other than his/her own</li> <li>• Demonstrates openness to new organizational structures, procedures, and technology</li> <li>• Switches to a different strategy when an initially selected one is unsuccessful</li> <li>• Demonstrates willingness to modify a strongly held position in the face of contrary evidence</li> </ul>	<ul style="list-style-type: none"> <li>• Is able to see and apply the merits of perspectives other than his/her own</li> <li>• Demonstrates openness and willingly supports new organizational structures, procedures, and technology</li> <li>• Is quick to switch to a different strategy when an initially selected one is unsuccessful</li> <li>• Will quickly modify a strongly held position in the face of contrary evidence</li> </ul>
	<b>Basic</b>	<b>Proficient</b>	<b>Advanced</b>
<b>Supervisor/ Manager</b>	<ul style="list-style-type: none"> <li>• Listens to perspectives other than his/her own</li> <li>• Shows some openness to new organizational structures, procedures, and technology</li> <li>• Eventually switches to a different strategy when an initially selected one has been unsuccessful over time</li> <li>• Will eventually modify a strongly held position in the face of contrary evidence</li> </ul>	<ul style="list-style-type: none"> <li>• Is able to see the merits of perspectives other than his/her own</li> <li>• Demonstrates openness to new organizational structures, procedures, and technology</li> <li>• Switches to a different strategy when an initially selected one is unsuccessful</li> <li>• Demonstrates willingness to modify a strongly held position in the face of contrary evidence</li> </ul>	<ul style="list-style-type: none"> <li>• Is able to see and apply the merits of perspectives other than his/her own</li> <li>• Demonstrates openness and willingly supports new organizational structures, procedures, and technology</li> <li>• Is quick to switch to a different strategy when an initially selected one is unsuccessful</li> <li>• Will quickly modify a strongly held position in the face of contrary evidence</li> </ul>
	<b>Basic</b>	<b>Proficient</b>	<b>Advanced</b>
<b>Director/ Executive</b>	<ul style="list-style-type: none"> <li>• Is able to see the merits of perspectives other than his/her own</li> <li>• Demonstrates openness to new organizational structures, procedures, and technology</li> <li>• Switches to a different strategy when an initially selected one is unsuccessful</li> <li>• Demonstrates willingness to modify a strongly held position in the face of contrary evidence</li> </ul>	<ul style="list-style-type: none"> <li>• Is able to see and apply the merits of perspectives other than his/her own</li> <li>• Demonstrates openness and willingly supports new organizational structures, procedures, and technology</li> <li>• Is quick to switch to a different strategy when an initially selected one is unsuccessful</li> <li>• Will quickly modify a strongly held position in the face of contrary evidence</li> </ul>	<ul style="list-style-type: none"> <li>• Champions the need in the organization to see and apply the merits of perspectives other than your own</li> <li>• Creates a culture that demonstrates openness and willingly supports new organizational structures, procedures, and technology</li> <li>• Supports and coaches others to quickly switch to a different strategy when an initially selected one is unsuccessful</li> <li>• Is a role model for quickly modify a strongly held position in the face of contrary evidence</li> </ul>