

# GOTO **CHICAGO 2023**

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**#GOTOchgo**



# When it is time to change, then it is time to change...

How to increase your adaptability.

Sara Caldwell



me: I'm going to let everything flow  
everything flowing:







**Joey Banks**  
@joeyabanks

I think we're all far more burnt out than we realize.

2:35 PM · 3/30/21 · [Twitter Web App](#)

**2,942** Retweets **328** Quote Tweets **16K** Likes



**gossip-girl-of-middle-earth** [Follow](#)

no no, I realise it, I'm just still driving despite the check engine light being on

# Passion Led Me Here



**Sara Caldwell**

**Values** Kindness | Adaptability

**Passion** Helping organizations solve complex problems

**Location** St. Louis

**Quirks** Loves Old Rescued Dogs, Jigsaw puzzles

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**Menti - What does  
the word "change"  
mean to you?**





**Menti - How  
does change  
"feel" to you?**



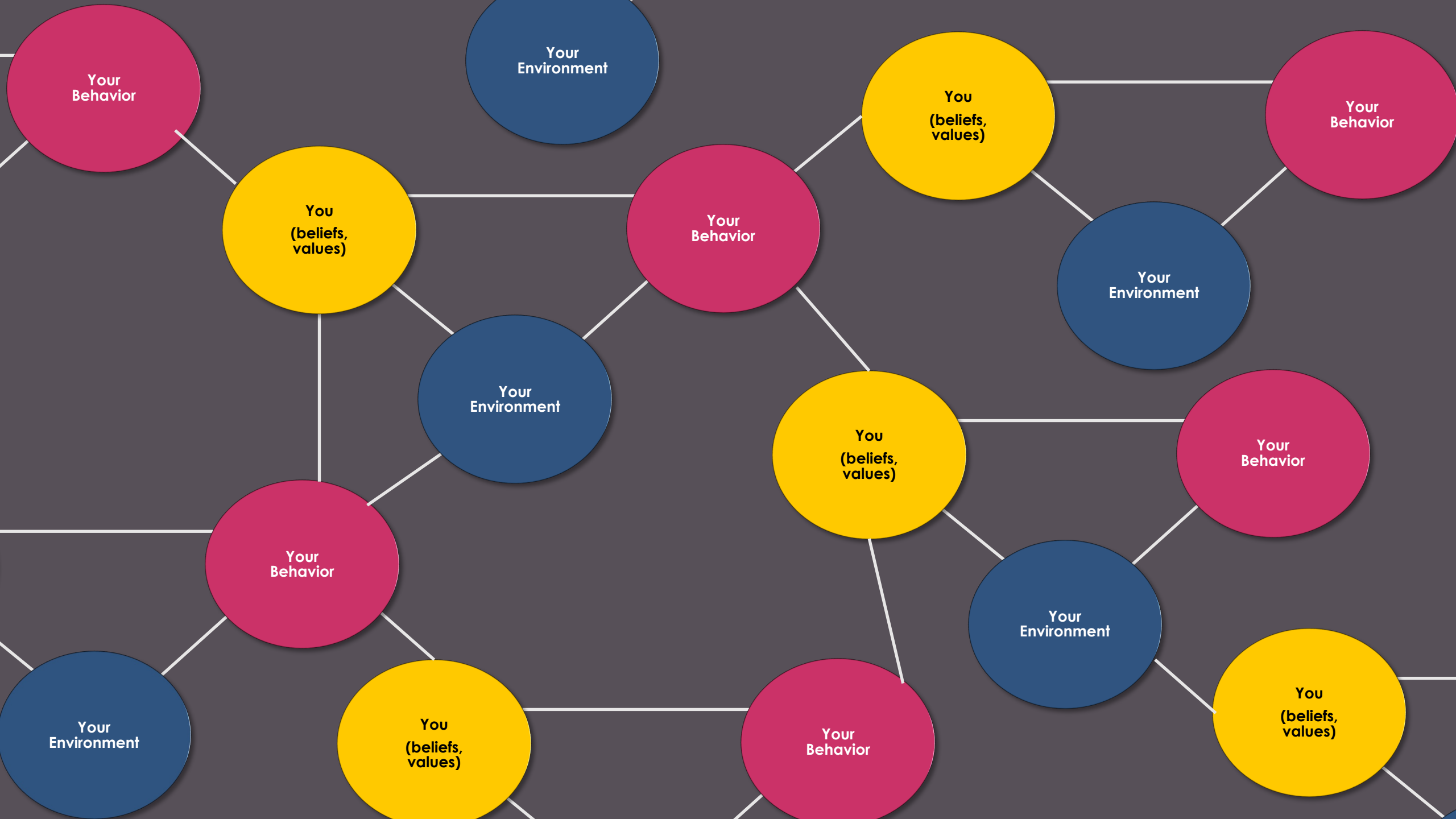




# A lot can change in a year.

Jim Butcher





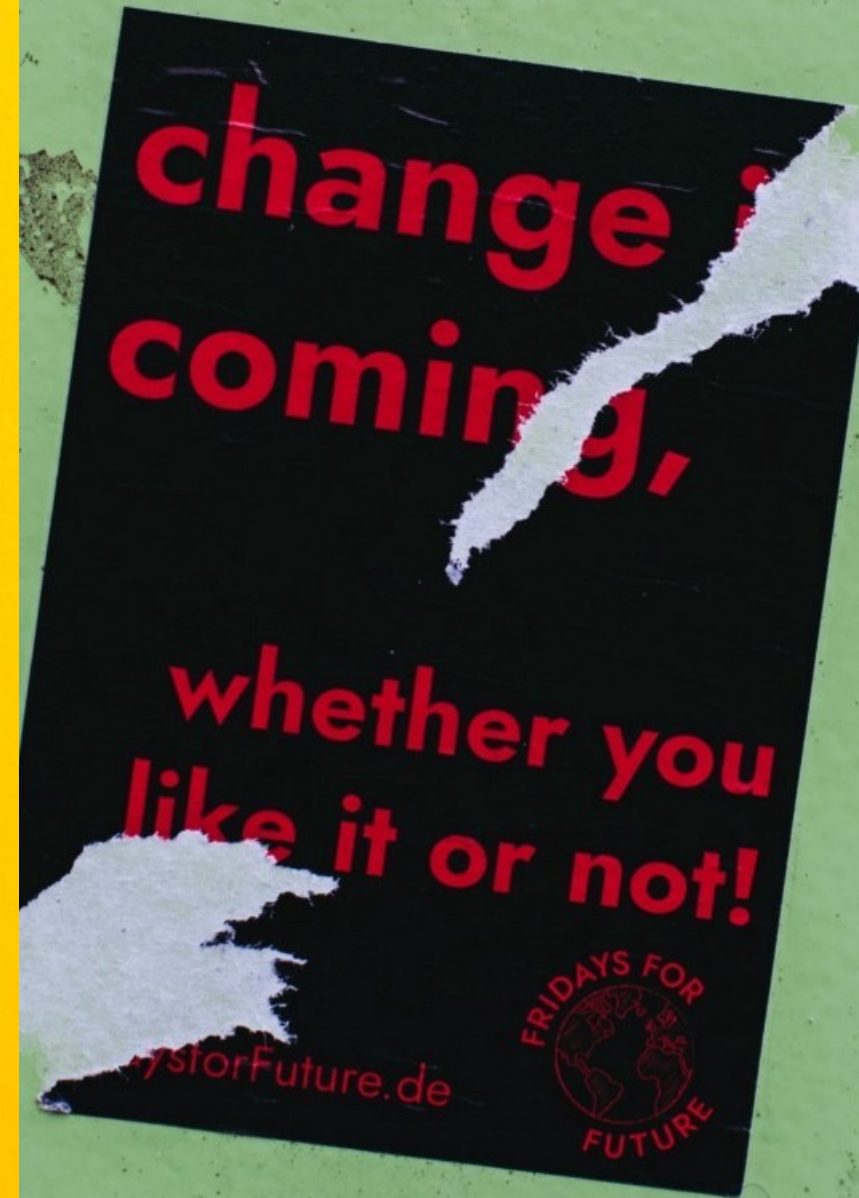
“Where one person sees a crisis, another can see opportunity. Where one is blinded by success, another sees reality with ruthless objectivity. Where one loses control of emotions, another can remain calm. Desperation, despair, fear, powerlessness—these reactions are functions of our perceptions. You must realize: Nothing makes us feel this way; we choose to give in to such feelings,”

— Ryan Holiday in [The Obstacle Is the Way](#).





IF YOU'RE  
READING  
THIS  
IT'S TIME  
FOR  
CHANGE.















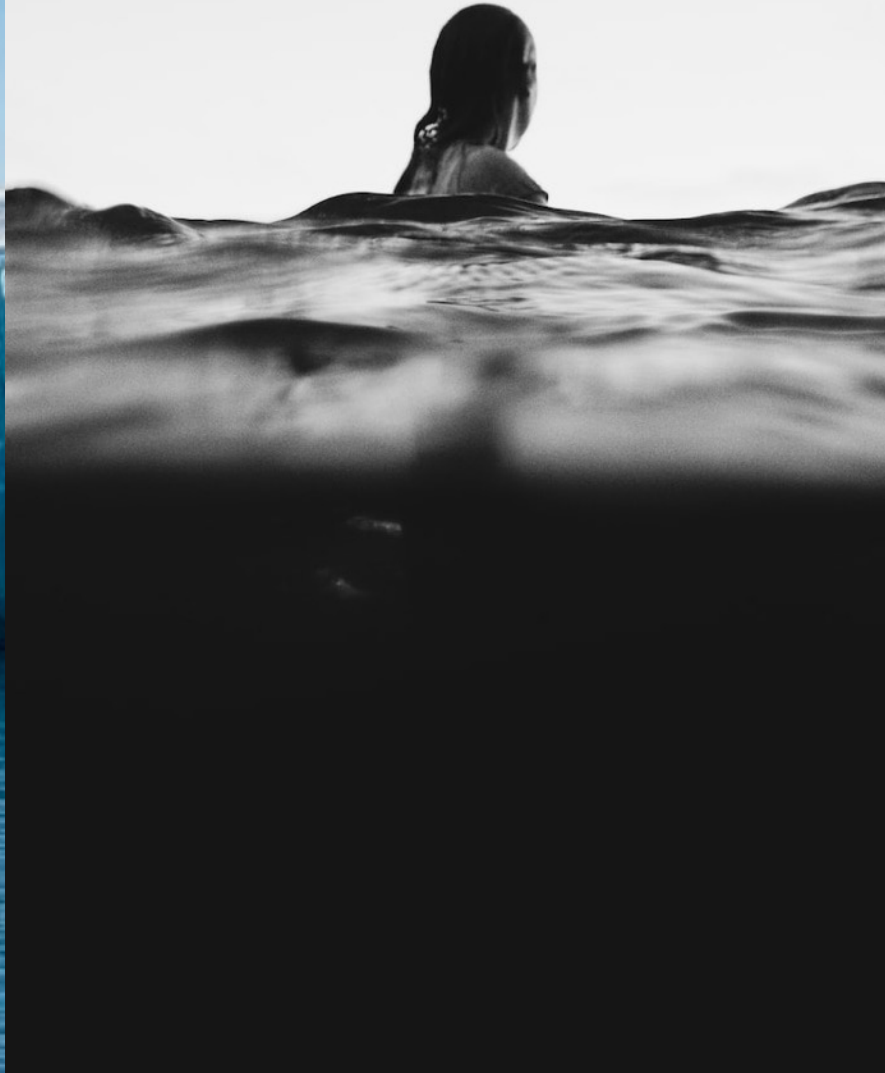
# Dr. Ignaz Semmelweis



# ICE



# WATER



# GAS



**IQ**

## Intellectual Quotient

Your reasoning ability and problem-solving skills

**EQ**

## Emotional Quotient

The ability to understand, regulate, and adjust your emotions

**AQ**

## Adaptability Quotient

Your capacity to adapt to and thrive in an environment of change



“IQ is the minimum you need to get a job, but AQ is how you will be successful over time.”

Natalie Fratto



<https://aqtest.3cloudsolutions.com>





# Menti – YOUR AQ SCORE

Go to  
<https://aqtest.3cloudsolutions.com>  
to take the test







vs.





**SCAN FOR  
OPPORTUNITIES**





A close-up photograph of a chimpanzee's face and hands. The chimpanzee is holding a long, thin stick in its mouth and using its hands to peel or manipulate it. The background is a blurred green forest. The text "UTILIZE RESOURCES" is overlaid in white, bold, sans-serif font in the upper right corner.

# UTILIZE RESOURCES



A small, vibrant green plant with several thin, upright leaves is growing out of a narrow crack in a grey, textured concrete surface. The plant's base is nestled within the crack, and some of its lower leaves show signs of wear or discoloration, appearing brownish-yellow. The background is a blurred, light grey surface, emphasizing the plant as the central subject.

**PERSIST THROUGH CHANGE**



A large snail is shown in mid-air, jumping. It has a large, brown, spiral shell and a greyish-brown body. Its legs are extended, and its antennae are raised. A pink speech bubble with white text is positioned to the right of the snail's head. Below the jumping snail, several other snails are visible on the ground, moving in the same direction. The background is a plain, light grey.

**MY AQ  
IS HIGH!**

# Step 1

## Increase YOUR Adaptability



Change  
Awareness

Communicate with your environment.

Break out of your bubble! Scan your horizon for unknowns and don't ignore weak signals.

## Probing Questions

- "what's the relationship there?"
- "what could happen if I did that differently?"
- "is that even still a valid assumption?"



## Step 1

# Increase YOUR Adaptability

Cognitive  
Flexibility

Consider new ideas; Think differently.

How can you play "what if" games? How can you loosen constraints to explore more possibilities?

What's the pattern?

1. 100, 200, 201
2. 400, 800, 801
3. 500, 1000, 1001

## Step 3

# Increase YOUR Adaptability

## Focused Attention

Focus on new situations and let go of old ones.

How can you return to zero? How do you  
unlearn to see things differently? To  
behave differently?

1. Name the days of the week in the order they appear
2. Name the days of the week in alphabetical order



# Adaptability

## Change Awareness

Communicate with  
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Break out of your bubble!  
Scan your horizon for  
unknowns and don't  
ignore weak signals.

## Cognitive Flexibility

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Think differently.

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## Focused Attention

Focus on new situations  
and let go of old ones.

How can you return to  
zero? How do you unlearn  
to see things differently? To  
behave differently?







**YOU  
GOT  
THIS**

**Experiencing  
Change?  
Talk to us!**



**Email** [scaldwell@3CloudSolutions.com](mailto:scaldwell@3CloudSolutions.com)





# Sara wrote a (little) Book of Agile Metrics!



OR reach out directly at:  
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[scaldwell@3cloudsolutions.com](mailto:scaldwell@3cloudsolutions.com)

## The Little Book of Agile Metrics

In our FREE guide, learn how to use Agile to transform the way your teams work.

1. Know what common metrics are actually telling you.
2. Learn how to interpret the changes and trends in your agile metrics.
3. Discover new metrics you did not even know you needed to be looking at!

# 3Cloud is Hiring!

To get through the system quicker,  
email us with the job you are interested  
in [scaldwell@3cloudsolutions.com](mailto:scaldwell@3cloudsolutions.com)





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# Reference Studies and Materials

- Bateman, T., & Crant, J. (1993). The proactive component of organizational behavior: A measure and correlates. *Journal of Organizational Behavior*, 14, 103-118.
- Bandura, A (1986). *Social Foundations of Thought and Action: A Social Cognitive Theory*, Prentice Hall, Englewood Cliff, N.J.
- [https://en.wikipedia.org/wiki/Ignaz\\_Semmelweis](https://en.wikipedia.org/wiki/Ignaz_Semmelweis)
- <https://www.smithsonianmag.com/smart-news/idea-sterilizing-surgical-instruments-only-150-years-old-180962498/>
- Link to Proactive Personality Scale assessment: <https://aqttest.polaris.llc>