

Adaptation index (AQ) and strategy to help management leaders change

AQ stands for Adaptability Quotient, which is used to measure the adaptability and flexibility of leaders' strategies to change the environment.

The article is translated from sharing by Mattson Newell - director of Partners In Leadership - a company that provides training and consulting services to find solutions to issues related to change, culture and work environment improvement.

Recently, I attended a meeting and head of the foreign affairs department of a Fortune 500 company told me: *"IQ and EQ are important but what I really need is AQ. I need people. can adapt quickly and master all changes"*.

This statement makes me think - not many people discuss AQ, let alone what is AQ and why it is a decisive skill no less than the IQ (IQ) and just the number Emotional intelligence (EQ).

What is AQ index?



AQ stands for Adaptability Quotient. This index is increasingly important for leaders who are constantly talking about the constant change in their organization and the changes in the industry in which they are participating.

IQ, EQ and QA can be defined simply as follows:

1. **IQ (Intelligence Quotient):** Intelligence, knowledge and understanding of a person.
2. **EQ (Emotional Quotient):** Understanding emotions and ability to help oneself and others overcome their circumstances.
3. **AQ (Adaptability Quotient):** The ability to adapt and maintain growth before changing environment.

Many documents have been written and studies on IQ as well as EQ. Meanwhile, AQ is something that leaders always try to improve while not having much insight.

Andy Grove - who created the success for Intel Group when referring to change, stated:

Each business will face a critical point that is forced to make huge changes to be able to move to another level of development. If the company cannot see and grasp this point, it will start to decline in growth. Courage is the core factor.

However, what is the courage to do? CHANGE! Change is not easy. It is very difficult and to understand what needs to be changed and when it will be harder to change.

So what do leaders have to do to increase their AQ?

AQ index development strategy



Adaptability begins with being responsible for the situation and understanding change is essential.

In *The Oz Principle*, authors Roger Connors, Craig Hickman and Tom Smith introduced a model known as "*Steps to accepting responsibilities*" that anyone can apply to improve only. AQ number. This model includes 4 steps: See It, Own It, Solve It and Do It.

1. See it (realize the change)

Recognizing change is essential.

This step involves assessing what makes change necessary, being willing to change and controlling it with an open and straightforward attitude.

To recognize change, you are forced to embrace the perspectives of others by asking questions about the situation as well as asking them to give positive and constructive feedback on how you intend to will deal with change.

Viewing and insight (the fact that it is understood, or more accurately, the insight into the nature of change) may not be what you want to hear. However, wholeheartedly listening to the "most unacceptable" thing is very important to help you understand how flexible it is to adapt first to how and how to make that change effective.

2. Own It (Mastering change)

Master the situation.

Naturally, many people tend to resist change, but this view may cause you to fail when change is needed to win or survive.

Forcing you to take responsibility before the whole change has that urgency. At the same time, understand the fact that you are facing both challenges and failures but never lose sight of your goals while adjusting that strategy and plan to change.

You must act on the principle that everyone involved must be held accountable together to produce the best results regardless of how much or less each individual is held.

3. Solve It (Handling changes)

Develop action plan.



When identifying possible solutions to make the process easier to adapt, you need to continue asking: *"What do I (we) need to do?"*

In essence, you will find the answer to this question at the right time when the change takes place. It will break down the usual ways of conveying information between teams, helping members break through with more innovative solutions and help you assess how much risk will be.

When asking this question, the important thing that you need to understand is that "doing something" here often refers to "thinking differently" rather than "doing more".

4. Do It (Conduct change)

Execute the change process.

The final step is to enforce, follow the action plan and monitor the progress of the team members.

During this whole process, trust will be built. However, the important thing here is that you really have to believe that other members will produce good results. Success comes from sincerity, transparency and no blame.

More sustainable before change

There is one thing that happens all the time in life and business is change. To improve your AQ index, you need to take responsibility and contribute to the organization not only in handling change but also helping members become more stable before the change. Because not every change requires you to convert to it. When not at the right time, sustainability is important.

You finished reading the article "**Adaptation index (AQ) and strategy to help management leaders change**" edited by the [TipsMake](#) team. We hope this article has provided you with many useful tech tips and tricks. You can search for [similar articles](#) on tips and guides. Thank you for reading and for following us regularly.