

<b>Title of the Learning Unit</b>	<b>Adaptability - reacting to change</b>
<b>Sub Units</b>	<b>a) Empowering himself</b> <b>b) Empowering and inspiring others</b>
<b>EQF</b>	<b>1-5</b>
<b>Learning Outcome</b>	<p>A. He is aware of change or opportunities and willing to adapt to them in a way that suits his needs.</p> <p>A. He helps others to become aware of changes and supports them in adapting to it, in a way that suits them.</p>
<p><b>Subunit a):</b>  <b>Empowering himself</b>  <b>Key behaviour aspects in levels:</b></p>	<p>EQF Level 1 He shows pride in his job. He remains dependable in the performance of his daily work, even if instructions of supervisors are changing.</p> <p>EQF Level 2 He shows pride in his job. When demands and instructions are changing, he shows involvement in the new way of working and asks for support if needed.</p> <p>EQF Level 3 He takes responsibility for his own work, when demands or circumstances are changing. In case of mistakes, he takes initiative to correct them.</p> <p>EQF Level 4 He uses new situations as an opportunity to experiment and grow as a professional</p> <p>EQF Level 5 He actively seeks out new situations and uses them to pursue his own ambitions</p>

Competence subunit a:	Knowledge subunit a:	Skills subunit a
<p><b>S/he ...</b></p> <p>EQF Level 1 He shows pride in his job. He remains dependable in the performance of his daily work, even if instructions of supervisors are changing.</p> <p>EQF Level 2 He shows pride in his job. When demands and instructions are changing, he shows involvement in the new way of working and asks for support if needed.</p> <p>EQF Level 3 He takes responsibility for his own work, when demands or circumstances are changing. In case of mistakes, he takes initiative to correct them.</p> <p>EQF Level 4 He uses new situations as an opportunity to experiment and grow as a professional</p> <p>EQF Level 5 He actively seeks out new situations and uses them to pursue his own ambitions</p>	<p><b>S/he ...</b></p> <ul style="list-style-type: none"> <li>Level 4-5 need to have some knowledge about how changing and adapting companies</li> </ul>	<p><b>S/he ...</b></p> <ul style="list-style-type: none"> <li>dealing with disappointment, showing grit, not giving up (<b>volhouden, uithoudingsvermogen</b>)</li> <li>being aware of his own performance and talents</li> <li>asking for support when necessary</li> <li>taking distance (postponing judgement) and practicing patience</li> <li>communicating/talking with others about changing demands</li> <li>analysing his own share in a change or problem</li> <li>planning and adapting his work in new and changing situations</li> </ul>

**Sub Unit b):**  
**Empowering and inspiring others**  
**Key behaviour aspects in levels:**

EQF Level 1 He listens to others' ideas with a positive attitude

EQF Level 2 He listens to the ideas of others and helps others out

EQF Level 3 He reflects on ideas of others and his own, and is cooperative in working and problem solving together with colleagues.

EQF Level 4 He acts as a sparring partner and sets a good example, so that others are inspired to contribute as well.

EQF Level 5 He supports colleagues **and business partners** to develop their talents and work and actively shows that he is aware of their efforts

Competence for unit b

Knowledge for unit b

Skills for unit b

## YEBISU e.e.Project

### S/he ...

- EQF Level 1 He listens to others' ideas with a positive attitude
- EQF Level 2 He listens to the ideas of others and helps others out
- EQF Level 3 He reflects on ideas of others and his own, and is cooperative in working and problem solving together with colleagues.
- EQF Level 4 He acts as a sparring partner and sets a good example, so that others are inspired to contribute as well.
- EQF Level 5 He supports colleagues **and business partners** to develop their talents and work and actively shows that he is aware of their efforts

### S/he ...

- Level 4-5 need to have some knowledge about how changing and adapting companies

### S/he ...

- taking action that does not directly benefit himself
- keeping the company goals in mind in times of change
- communicating/talking with others about the changes
- talking positively but realistically about the change
- asking constructive questions
- asking for others' concerns and motives
- giving feedback and feed forward
- being sensitive to when others need support
- decoding other people's communication according to their background and adapting his own communication to them
- using awareness about own skills and motivation to do what is needed for others and the company
- leading by example, behaving as he wants others to behave
- showing others that he is aware of their efforts and appreciates them