

ADAPT

Conforming



Conforming is one of the Adapt style behaviors in the Sphere of Influence 360°.

Non-conformity is often seen as a good thing. Qualities like thinking outside the box, being a bit of a rebel, and not being a sheep are overall highly appreciated.

Conformity sometimes has an upside, however, especially when it strengthens social bonds and reduces tension. In this exercise, we help you decide whether it is wise to conform or dissent.



**“You can’t stop
the waves, but you
can learn to surf.”**

- Joseph Goldstein

Exercise: Balancing options

If you chose this exercise, you are probably accustomed to saying and doing what you think is best. You have undoubtedly noticed that following your path and sticking to your ideas and opinions does not always have the desired effect.

In this exercise, we ask you to balance the advantages and disadvantages of conforming (or not conforming) in future situations. Next time you find yourself in a situation where you are expected to comply, weigh up the benefits and disadvantages of conforming. Ask yourself the two questions below and score yourself using the scales provided.

Question 1

How important is it to differ in sentiment or take an opposing view to your conversation partner(s)? Spend some time reviewing your potential gains and losses when you answer this question. How would you score on a scale from 'sleeping like a baby' to 'feeling regrets' if you conformed instead?



Question 2

What would the benefits be if you conformed? Would doing so significantly strengthen your social bonds or reduce tension? Would it speed up processes that matter to your organization (e.g., deadlines or costs)?



If you score in the **purple zone** for both questions, it's time to start conforming.

If you keep ending up in the **pink zones** for Question 1, it is time to reflect on whether you want to hold on so tightly to your views and ideas. If you do, move the purple zone boundary in Question 1 from 3 to 5.

So, let go of your ideas, opinions, or plans when you score below 6 for Question 1 or score in the **purple zone** for Question 2). Keep practicing until conforming comes naturally to you.

Good luck!

Evaluation:

How did your attempt to conform work out?



1



2



3



4



5

What did you learn? What insights did you gain?

What went well? What would you repeat?

What can you do to improve your performance?

What is your next step?