Synthesizes and integrates ideas; brainstorms to produce new ideas or results; able to adjust or change to best meet the needs of the situation or environment.

Basic Experience	Able to shift focus quickly and react positively to change to get the job done.	Accountable Collaboration Team Focused	Dylan adjusted positively to the new routine in the Buck Fitness Center, despite it being the third change in his job this year.
Practical Application	Work independently and be able to adapt and adjust course on short notice.	Accountable Collaboration Innovative Team Focused	The beginning of the semester meant an increase of requests coming to the office and the team was still getting used to the new software system. Bryant handled the multiple requests and responded with a positive attitude despite the challenge of the software. His willingness to learn a new program on the fly was a welcome attribute within the department.
Advanced Application	Makes suggestions for increasing the effectiveness of a process. Able to maintain focus on the goal when the situation changes. Shows willingness to learn new methods and approaches to subject.	Accountable Collaboration Team Focused Innovative Inclusive	The new safety regulations required changes in nearly all the projects that the department was undertaking. Heather quickly took action to mentor all assistants to adopt the new standards. She continued to follow up with the student assistants to ensure procedures were being adhered to the following week.

Subject Area Expertise and Application