



# Exhibit Flexibility: What would Gumby do?

## Overview

In an unpredictable world, the ability to deal with the unexpected is more than an asset -- it is a necessity. Being able to stay flexible, especially under pressure, is key to resilience and the capacity to thrive, even in the midst of disappointment and even adversity.

## Proving Ground Directions

Complete one section at a time --- do not go onto the next part until you have finished responding. There are multiple possible answers but be sure to explain your reasoning.

### Part One

You live in a place where it rains – a *lot*. But today the sun is shining, you’re listening to your favorite tunes, and after months of trying to get an interview at Canopy Communications, you’re on your way there now. Of course, you’re a little nervous – it’s your dream company, after all – but you are confident that you’re a good candidate. Then you hear that unmistakable thumping sound: a flat tire. You pull over and consider your options: you could fix the flat yourself, but arrive at the interview covered in grease. You could call a garage to come to fix it, but that would make you late. Or you could leave your car on the shoulder, where it will probably get towed, and try to get a ride. So what do you do? Why?

## Part Two

You opt to fix the flat yourself. But your car doesn't have a real spare tire, just a donut --- and you can't drive very far or fast. Now you are definitely going to be late. You call Canopy to explain, but the message goes to voicemail, so you send an email to your interviewer, Candace Calley, and hope she receives it.

Finally, you get to Canopy, only 15 minutes late, having parked in a spot that is probably not legal and then run the rest of the way. You're sweating and your clothes are dirty. But the important thing is your work, right? You have a strong portfolio and ... uh, oh. You left your laptop in the car!

You could go back for it – even though it will make you even later. You could blow off the interview completely --- this is clearly not going to work out. You could try to reschedule., though it was hard to get the interview in the first place. Or you could see if it's still possible to meet with Ms. Calley. What do you do? Why?

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## Part Three

You decide to go to the interview anyway, after taking a few moments to compose yourself. Fortunately, the Ms. Calley is running late herself, so all is well -- except that your clothes are dirty and you have no laptop. And to be honest, you're more than a little flustered. Do you explain what happened and apologize? Do you pretend that nothing is wrong? What's the best thing to do and why?

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## Part Four

You decide to explain what happened. But instead of apologizing, you tell the story as an example of your problem-solving ability under pressure. Ms. Calley is impressed. The interview seems to be going well! But then Ms. Calley tells you more about the position --- and it is not at all what you expected. You could do the work but you don't think it would be very interesting. So what do you do now? Why?

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**Part Five**

You decide to seize this opportunity to learn more about career pathways at Canopy. The position you're interviewing for is available in a couple of weeks --- and they'd want a year's commitment. But a position that sounds like a better fit will be available in three to four months. That seems like a long time to wait --- and there is no guarantee that you would be hired. What do you do? Why?

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**The End**

You decide to hold out for the job you really want and in the meantime, continue to explore other options. The good news is that you really impressed the Candace Calley, who thinks you would be an asset to Canopy. The bad news? You still have to deal with the flat tire. And it's started to pour. Of course, your umbrella is in the car.

# Rubric

| Criterion   | Description   | Yes | Not Yet |
|---|---|-----|---------|
| Part One: Chooses and explains a reasonable option  | <i>You make the best choice you can, under the circumstances</i>            |     |         |
| Part Two: Chooses and explains an option that leaves opportunities open                                     | <i>You do not make matters worse</i>  |     |         |
| Part Three: Chooses and explains option based on reality of situation                                       | <i>You deal with the actual situation, not the one you were hoping for</i>  |     |         |
| Part Four: Chooses and explains option that incorporates new information                                    | <i>You are making decisions in realtime</i>                                 |     |         |
| Part Five: Chooses and explains option based on personal preference and evolving understanding of situation | <i>You choose what is best for you, given the reality as you now see it</i> |     |         |