

: *How do experience and self-discipline impact agility?*

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Mental agility can be acquired, learned and practiced. People can become more analytical and can think and understand more quickly in complex situations. Agility means a person or organization is quick and responsive in changing situations. Both experience and self-discipline positively impact agility of people and organizations.

Experience with agile means gaining practical knowledge and skill derived from direct observation, participation and practice working in agile environments. Experience is the knowledge or mastery of a subject gained through direct involvement in or exposure to the practice of the subject. Empirical knowledge, the knowledge gained from doing and reflecting, is important because it creates deep knowledge based upon experience.

Self-discipline means to train yourself to do something by controlling your behavior and following processes and rules of behavior. Agile processes require disciplined behavior.

Mental agility is a term that describes people who are comfortable with complexity, have learned to examine problems carefully, can observe and make connections between different things and elements of a situation, and can explain the connections in a direct and straightforward way so others can understand. Organizational agility means managers in an organization have developed mental agility, have implemented agile processes, **AND** managers anticipate environmental changes and are able and willing to implement needed organizational changes.

References

Duesterhoft, M., "3 Tips for Developing Mental Agility," PeopleResults, October 19, 2015 at URL <https://www.people-results.com/3-tips-developing-mental-agility/> .

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