



Adversity Quotient helps in dealing with challenges

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Abstract: Having a higher AQ is important for well-being and prevents the beginning of mental health problems as well. There are also claims that enhancing AQ can result in gains in productivity, capacity, performance, innovation and morale. Intelligence Quotient (IQ), Emotional Quotient (EQ), Social Quotient (SQ) is all important. But without AQ, managers hit an insurmountable wall. Adversity needs adaptability. To adapt to change what is needed is accepting the change, own it, take charge of the situation and solve it.

AQ (Adversity Quotient) is also often associated with stability, strength, and endurance. Psychologists say that among the top three quotients IQ is of 20 % importance and EQ (Emotional Quotient) and AQ together are of 80 % importance. Therefore, improving AQ has a great relevance in life, it can have a huge effect on your performance, productivity, problem-solving, quality of life, even your longevity, and overall health.

The Great Depression was the worst financial and economic disaster of the 20th century. Many believe that the Great Depression was triggered by the Wall Street crash of 1929 and later exacerbated by the poor policy decisions of the U.S. government. The Depression lasted almost 10 years and resulted in massive loss of income, record unemployment rates, and output loss, especially in industrialized nations.

The OPEC crisis of 1973 began when OPEC (Organization of the Petroleum Exporting Countries) member countries primarily consisting of Arab nations—decided to retaliate against the United States in response to its sending arms supplies to Israel during the Fourth Arab–Israeli War. OPEC countries declared an oil embargo, abruptly halting oil exports to the United States and its allies. This caused major oil shortages and a severe spike in oil prices and led to an economic crisis in the U.S. and many other developed countries. This crisis led to very high inflation (triggered by the spike in energy prices) and economic stagnation (due to the economic crisis). As a result, economists named the era a period of “stagflation.”

The Covid 19 pandemic is teaching us to live in “present”. It’s saying that here is an opportunity to make the best of available constraints. If you are in a situation in which you have to be a caregiver, or there is some family stress you have to help out with, then those are your priorities.

Helping your loved ones is the most productive thing at this moment. But if you have the luxury of taking this imposed lockdown time for yourself, this would be the perfect time to indulge in activities that promote self-growth. In short, when we all will look back to this very strange and difficult time, we will only have ourselves to answer to, as to whether we spent it in a manner that was worthwhile to us. The priority for everyone is to stay safe and healthy. Catch up with our hobbies because hobbies not only relieve our stress and boredom but also build our self-esteem.

Many are forced to take a career break of a few months...for many it is very difficult to do so. It has hurt most of the world financially. Covid 19 taught the world to appreciate small things and utilize this time to relax, refresh, and get revitalized.

If you have any doubts about your chosen career path, this would be the best time to explore other options through webinars, conferences, and workshops, to decide whether you need a switch. It also has taught that building resilience and agility is the key to staying productive in a phase of crisis.

The present pandemic also taught us that self-care is most important. Frankly speaking this massive pandemic does not have a past equivalent to what has hit the entire world, and the economy, since December 2019. A virus has not only taken an unparalleled toll of lives, but has also devastated livelihoods at a never-before scale and magnitude. We all have watched and experienced a perplexed response of civil administration and handicapped medical services, inadequate resources and quirky political decision-making. The business world is hit hardest. The entire business world inclusive of its operation, brands, services and people has gone into interruption through the lockdown; getting it back in the normalcy looks dreary and exasperating.

The world is experiencing too much adversity: The coronavirus pandemic swept the planet and effectually stopped the way in which the world has operated for so long. No one was prepared to have his or her plans, hopes, and dreams put on hold, and yet March 19, 2020 marked the first stay-at-home issued in the United States by the state of California after a total of 9,197 coronavirus cases were discovered in the United States alone; however, present-day numbers reveal a total of 800,000 deaths, and these two numbers only continue to steadily rise. The life of people is literally paralysed.

This is the time some business organizations have done very well while some have lost their ground. The business world, the entertainment industry, the educational institutions, the infrastructure, and the tourism sector in short every sector has come to a standstill. People are completely dumbstruck; overwhelmed by the extent of the lockdowns. Well, for a pandemic of this magnitude there is no past precedents to look towards for inspiration, or insights. Adversity had literally blinded the world since past 10 months. For sure this adversity will improve the world’s adversity quotient.

Intelligence Quotient (IQ), Emotional Quotient (EQ), Social Quotient (SQ) is all important. But without AQ, managers hit an insurmountable wall. Adversity needs adaptability. To adapt to change what is needed is accepting the change, own it, take charge of the situation and solve it.

The meaning of the word adverse is hostile or critical situation. We all face some or the other adversities in life, it's only during adversities one really comes to know who are friends and well-wishers. Like IQ, EQ, SQ there is an AQ (adversity quotient) which is a score that measures the ability of a person to deal with adversities in his or her life. One needs to increase resilience to overcome adversities in life. The term was coined by Paul Stoltz in 1997 in his book Adversity Quotient: Turning Obstacles into Opportunities. To quantify adversity quotient, Stoltz developed an assessment method called the Adversity Response Profile (ARP). The AQ is one of the possible indicators of a person's success in life and is also primarily useful to predict attitude, mental stress, perseverance, longevity, learning, and style of responding to changes in environment.

There are umpteen examples of people who fought adversities and have become successful. The richest person in the whole world couldn't make any money at first. Do you know that Bill Gates' first company, Traf-O-Data (a device which could read traffic tapes and process the data), failed miserably. When Gates and his partner, Paul Allen, tried to sell it, the product wouldn't even work. Gates and Allen didn't let that stop them from trying again to fix the problem. Traf-O-Data helped them prepare Microsoft's first product a couple of years later.

One of the most influential world today according to Bloomberg's list of important people, Prime Minister of India Narendra Modi did not grow up wealthy or with privilege. The Prime Minister of India is an example of a world leader who had extremely humble beginnings. Narendra Modi grew up working with his father who ran a tea shop and his mother at the oil mill.

There are some common adversities people go through:

Physical Disability: A physical disability is one of the challenging and most outward seeming adversities. Physically challenged people are restricted from moving and get around easily. These include sight impairment, hearing impairment, and motor impairment. There are many examples of physically challenged people overcoming adversities because of their sheer willpower. In 1999, Edna Campbell was the 10th overall pick in the WNBA (Women's National Volleyball Association) draft. During her fourth season, it was discovered that Campbell had breast cancer. She would go on to defeat the cancer and return to play for several more years. In 2006, her return to basketball following breast cancer was voted the "most inspirational moment" in WNBA history. There are less drastic but similarly problematic types of physical adversities as well. Handicaps like chronic pain, fatigue and obesity force people to fight to achieve a sense of normalcy in their lives.

Mental Disability: Depression including sub threshold disorders, anxiety disorders such as generalized anxiety, panic disorder, phobias, social anxiety disorder, obsessive compulsive disorder, post-traumatic stress change life of a person completely. Being properly treated by psychiatrists and psychologists is obviously crucial to managing mental health, but there are steps one needs to take beyond going to the doctor. When people deal with mental anguish, help from friends and family eases the routines life. People usually get in a pattern of waking up, exercising and especially taking your medication at the same times of day. After they normalize, getting back in sync with the real 'normal' becomes a bit difficult.

Emotional Adversity: A very common, very human problem is for people to undervalue themselves. Those individuals need to learn how to improve their self-worth. Alternative emotion that can overwhelm us is anger. Our schools don't teach you how to forgive, even if they should. The most important aspect in handling mental health problems is to never give up on the idea of getting better. Things can be rough for a while, sometimes quite a while, but there's always something new you can try to improve your well-being. Most of us genuinely need to learn how to handle our feelings without letting them overcome us. Emotional maturity comes from experience and an effective state of mind. Adversities in life help us in maturing, becoming wiser.

Social Adversity: Social adversity is defined as acute or chronic exposures which hypothetically impact on emotions and threatening relevant relationships in life. Social stigmas reduce self-worth of people. Many humiliations come from caste, creed, religion, financial standard, legally accused, unemployment, marital disharmony etc. People get challenged by the stereotypes and prejudice that result from misconceptions.

But, every emotion, no matter how brutal, can be restrained. How we interact with people is paramount to our success. Life can be awfully lonely without friends by your side. Be it your workplace, be it your educational progress, and be it your marriage or any milestone of your life. People must enjoy being around you. Social adversities can be overcome with social skills.

Spiritual Adversity: Trust in the Universal Energy which can be called by various names from various faiths is generally an advantage in life. Faith can move mountains. Faith balances the psychological and emotional disturbances in our life. Faith expresses a hope in our mind. Faith is total trust, confidence or assurance in somebody, a theory, an idea, or something. Faith is connected with belief in God. It seems shortly after turning fifty Leo Tolstoy experienced a profound spiritual crisis. With his all recorded great works which had made him so famous in world, he found his sense of purpose diminishing. He felt his celebrity and public acclaim fluttering. Tolstoy started sinking into a state of deep dejection and melancholy despite having a large estate, good health for his age, his wife was good and she had borne his fourteen children. Tolstoy was a public figure and had gained eternal literary fame. Still he faced a mental trauma and was on the brink of committing suicide. It seems he made one last grasp at light amidst the darkness of his existence, turning to the world's great religious and philosophical traditions for answers to the age-old question regarding the meaning of life. Spiritual adversity can damage peace of mind.

Financial Adversity: It is difficult to deal with monetary adversities. It is not easy to go on without having a good and stable income. There are plenty of people that have money troubles and have no idea how to deal with the failures that come along with it. But, if you have the willpower and mental resilience, you can move ahead with little help from people around you. Sometimes your adversity will be too complicated for one category to contain. Financial problems run into social, mental, spiritual adversities. Health issues can crop up. Physical symptoms might accompany a mental health issue. It is difficult to deal with financial adversities because when you are financial doldrums, everyone avoids. At times you have financial problems specifically because of your difficulty socializing/networking.

Conclusion: Change is constant in life. Acknowledge the fact that change is obligatory. Preparing yourself to face change by handling it in an open and candid manner is essential. Adverse means unfavourable condition; calamity, suffering, unfavourable situations in life prepare us to become wiser. A condition marked by misfortune, calamity, or distress prepare us for bigger role in life. These situations show us our well-wishers, friends and supporters. When you take ownership of the mistakes committed

by you, instead of giving reasons for failures and readily execute change, you are growing you in your Adversity Quotient.

KEYWORDS: Adversity Quotient, Emotional Quotient, Intelligence Quotient, Change, Adversity, Financial Adversity, Mental Adversity, Spiritual Adversity, Social Adversity, Emotional Adversity.

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