Thriving in Transition through the Lens of Transformation Quotient

Navigational Competence of Mobile Executives in Changing Times

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Abstract

As today's workplace transforms at a remarkable pace, individuals almost inevitably face relocation, transitions into new roles or industries, and even complete career changes. We empirically test findings from a qualitative study on how and to what extent do mobilization of personal resources contribute to thriving. These factors are operationalized into three constructs; *Improvisation Behavior (IB), Perceived Social Support (PSS)* and *Positive Cognitive Appraisal (PCA)*. We also developed a new construct in this study, *Transformation Quotient (TQ)*, to help us understand the proclivity to embrace and engage with transitions as an ongoing activity. Our samples were divided into two groups to compare and contrast people who have relocated within the U.S. compared to those who have had global experiences. We found that 1) there are positive and significant relationships between IB, PSS, PCA and thriving, and 2) there are positive and significant relationships between TQ and thriving. TQ partially mediates the relationships between IB and thriving for the U.S. group only, no other mediation was found to be significant for other constructs or in the global group.