pre−tuning to baldwin effect

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When we have a well adapted organism and put it in a different environment. And this new environment is the same as the old one, only the temperature is 5 degrees higher. Then the Baldwin effect goes something like this (i dont know biology):

1) in the new environment the organism is stressed, but it can survive by somatic adaption.
2) In later generations some individuals fix the somatic adaption and the stress is removed.
3) These members have a higher fitness level than the others, over time most members will have the new adaption.
4) the new adaption get stabilized, refined and extended.

So you have selection first and then you have variants by mutation. When you look at evolution like this then there is much less stress on mutation to come with novel idea's. New solutions are basicly old ones.

But iam a bit in the dark with stage (1) ^ . For this whole system to work the organism must be able to do the 'somatic adaption'. Does this mean that the fitness level of an organism is hardly determined by the number of ofspring it produces (or how good it can do its current task) but more on its 'somatic adaption'− range? And the selection that matters occurs when the environment changes? Does this also mean that if an environment is to stable the organisms in it are doomed? (like koala bears)

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