

# MANAGING YOURSELF THROUGH CHANGE





**There is nothing so stable as change**

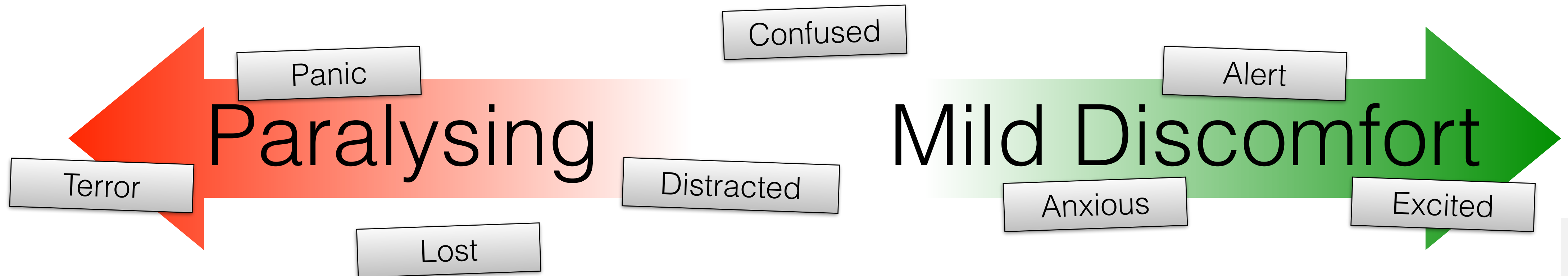
*Bob Dylan*



**Change creates doubt.**

**Doubt creates 'unknown'.**

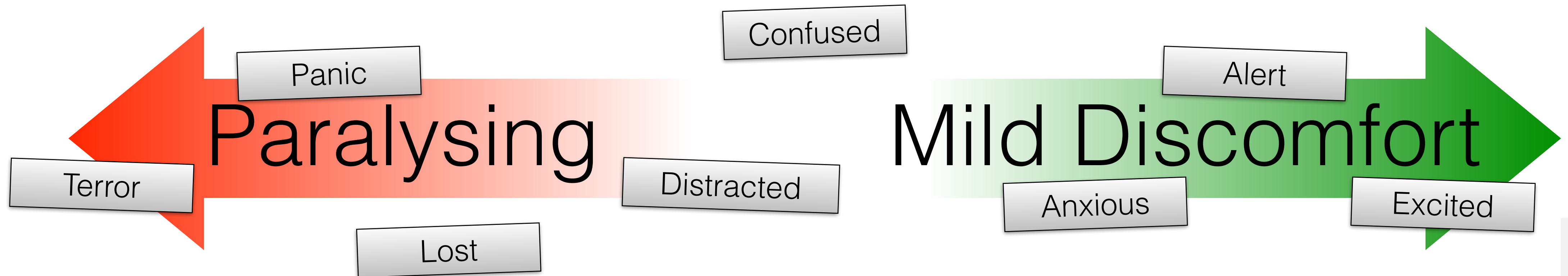
**Unknown creates fear.**



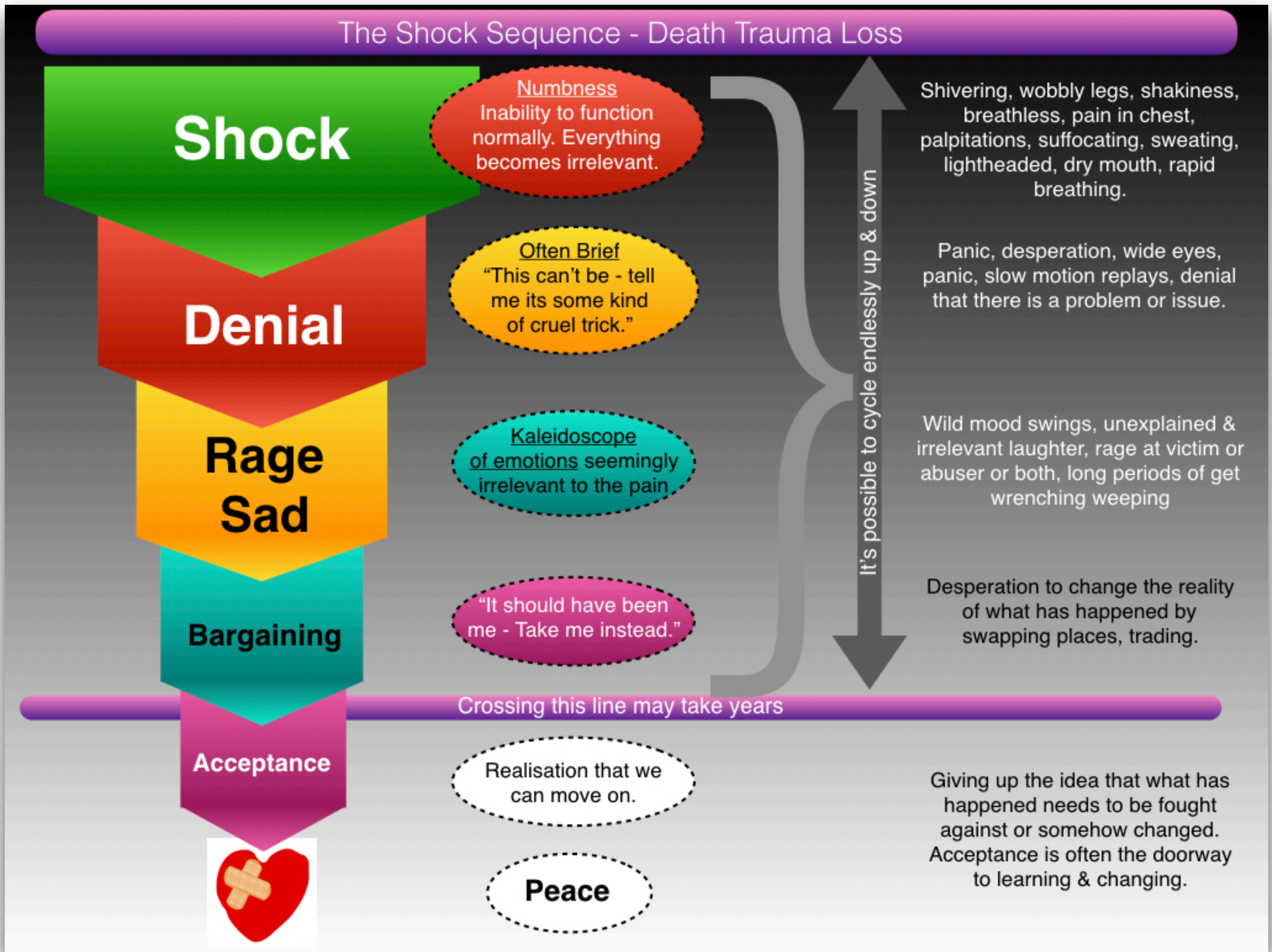
Change = FEAR

Or

Change = OPPORTUNITY

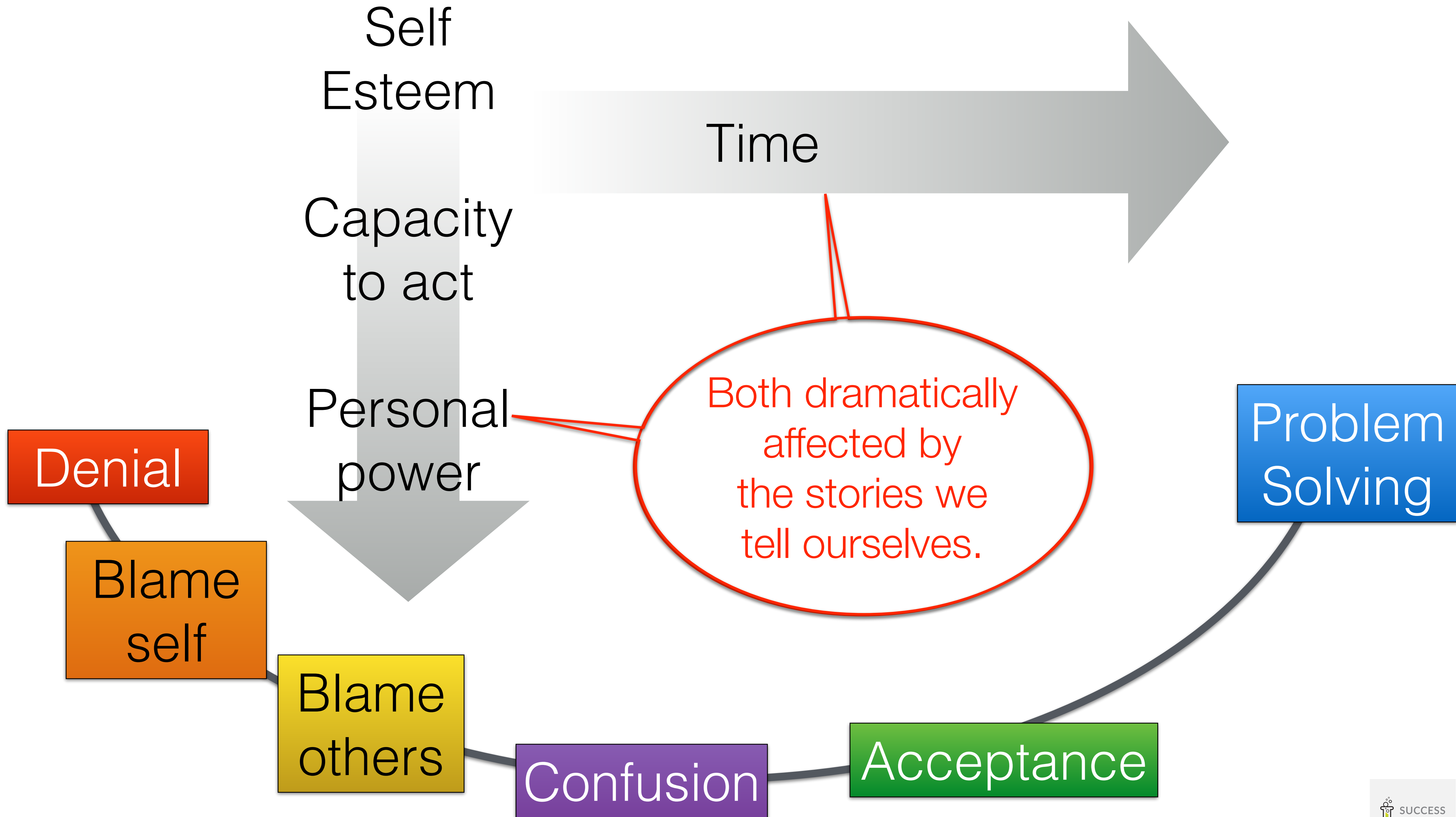








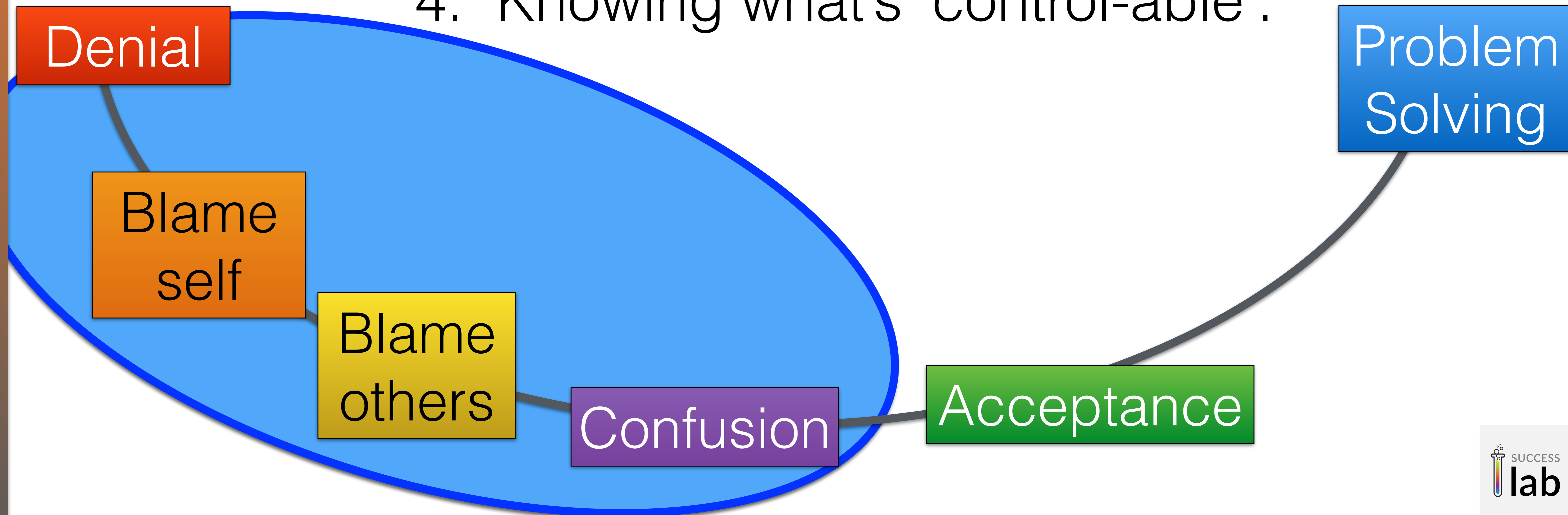
# MANAGING CHANGE





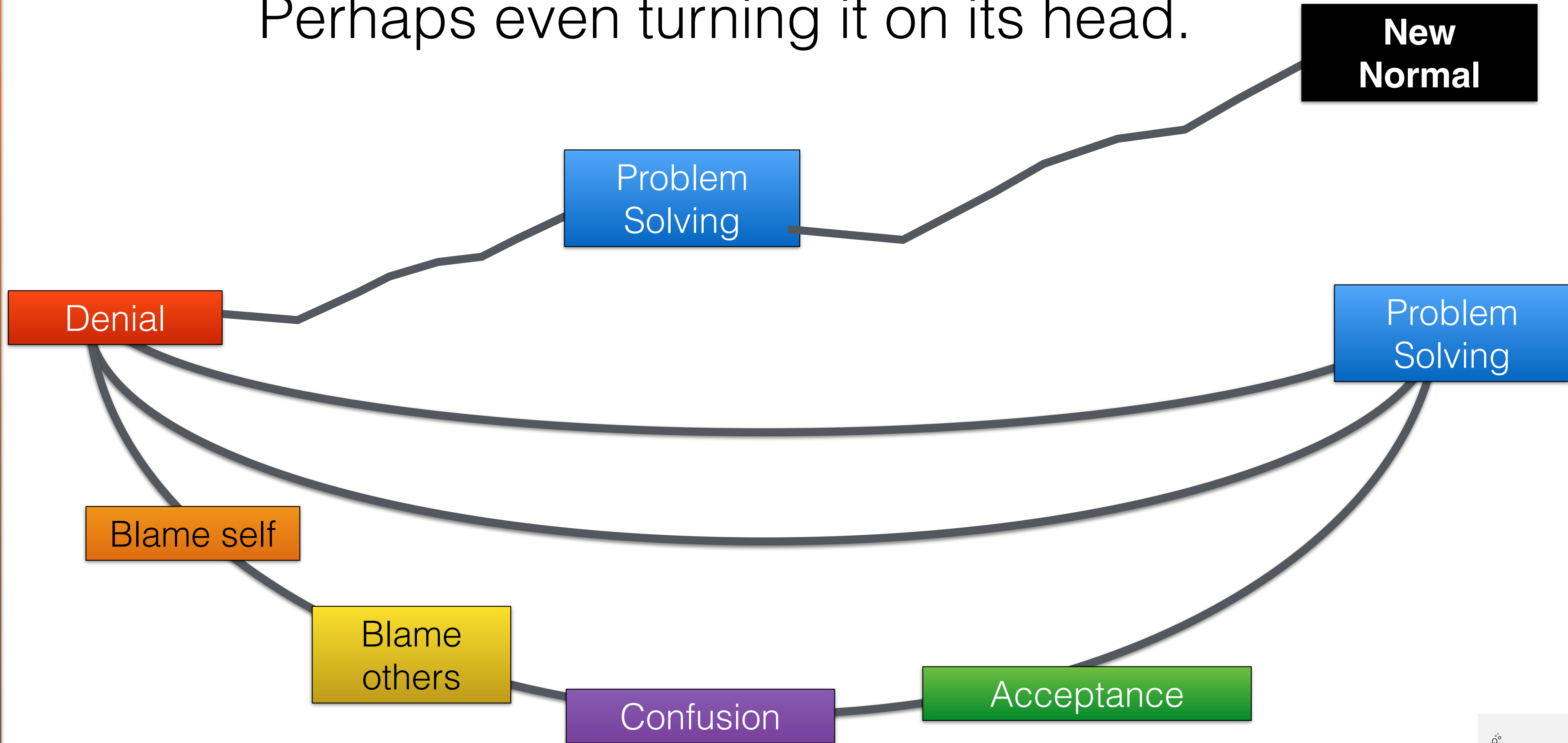
Time spent in the Blue Zone is directly related to:

1. Emotional Intelligence,
2. Ability to focus,
3. Willingness to take responsibility,
4. Knowing what's 'control-able'.



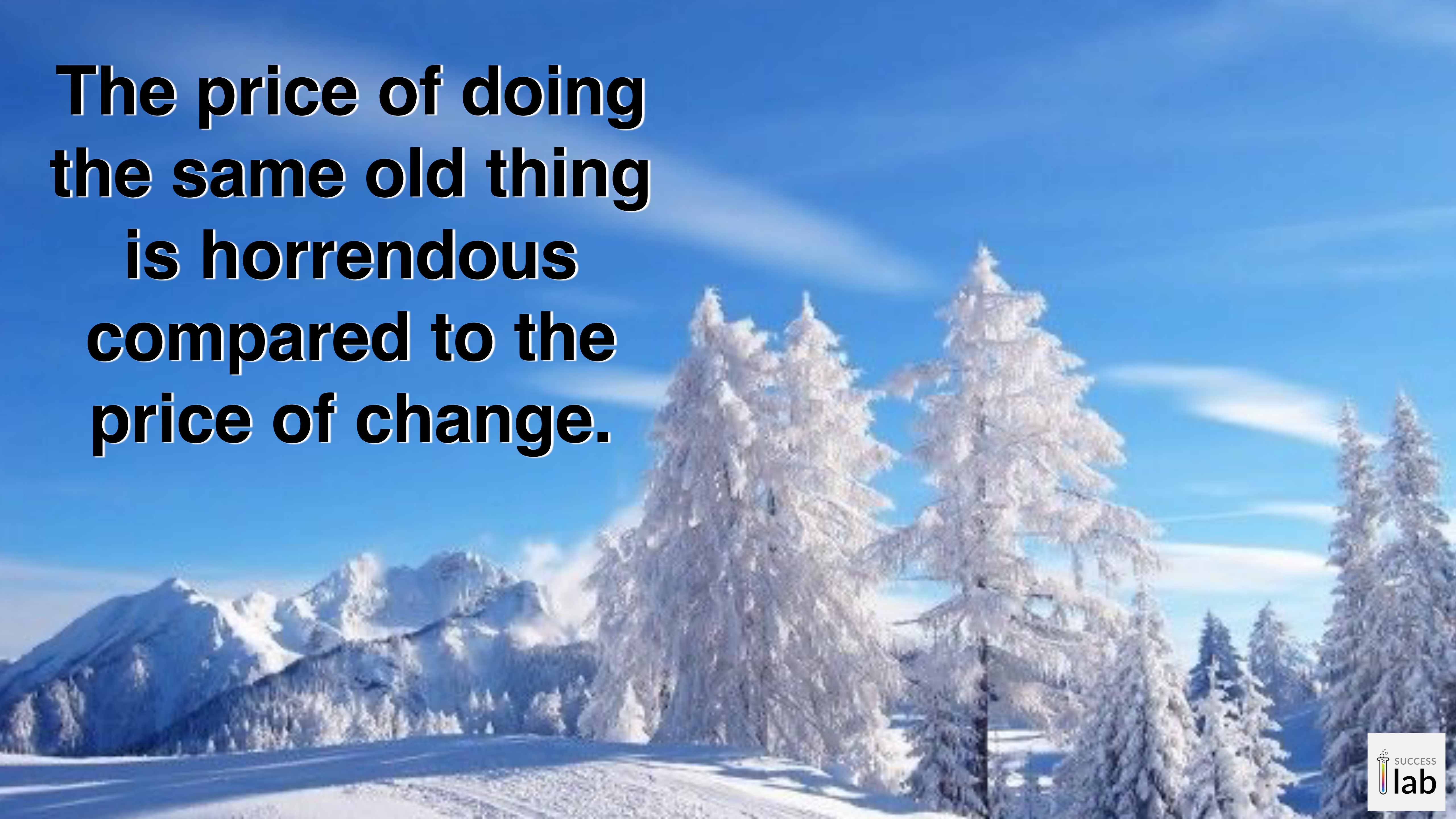


Your major task is 'flattening the curve.'  
Perhaps even turning it on its head.





**The price of doing  
the same old thing  
is horrendous  
compared to the  
price of change.**





# The Change Curve & You

## Denial

Refuses to accept that change will happen or is cynical that it will just be a passing fad.

Gives reasons why it won't happen or won't work.

Shows bravado that 'I'll be alright, it won't affect me'.

### WHAT TO DO:

1. Appraise yourself of all the available facts.
2. Acknowledge your feelings and accept them as a part of the change process.
3. Give yourself a 'reality check' where needed and accept when change will be inevitable.



# The Change Curve & You

## Blame Self

Loses confidence in own ability to deal with the change.

Questions own responses and coping mechanisms.

Believe that you are stupid or inadequate... Low self esteem.

### WHAT TO DO:

1. Be aware of the 'inner voices' in your head and ensure that you are not 'beating yourself up' unnecessarily.
2. Accept that some of the change will be out of your control.
3. Give yourself recognition for the things that you do well and emphasise them.



# The Change Curve & You

## Blame Others

Come out fighting and blame someone (anyone!) else for the change.

Can become very personal towards other people, particularly those who we feel instigated the change.

### WHAT TO DO:

1. Try to keep your emotions in check and your behaviour professional.
2. Stay alert for tension and try to remember that others will be going through the same emotional responses.



# The Change Curve & You

## Confusion

Lowest point of self esteem.

Lots of questions about the future and how it will be for you.

Lack of focus and direction; no clear ideas for how to move forward.

### WHAT TO DO:

1. Ask all of the questions that are whizzing around your head.
2. Ensure that you have an accurate assessment of what is happening.
3. Appraise yourself of all potential options and eventualities.
4. Identify the best options for you.



# The Change Curve & You

## Acceptance

Accept that the change will happen and that you can cope with it.

Regain sense of direction and focus.

Start making decisions and plans for the future.

### WHAT TO DO:

1. Ask questions to ensure that you understand the full implications of your new situation.
2. Define your role and situation.
3. Plan your actions.



# The Change Curve & You

## Problem Solving

Actively manage the change and adapting to new situation.

Identify potential problems and find solutions.

Seek knowledge / information about the change and learn new skills and strategies.

### WHAT TO DO:

1. If your situation requires major change, take control of making that change.
2. Ensure that you are informed of all your options and their implications.
3. Identify where you can support your family who are still working through the curve.




# What To Do

1. Change the story you are telling yourself.
2. Practise square breathing.
3. Validate your thoughts and feelings.
4. Accept the uncertainty of the situation instead of resisting it.
5. Bring your attention to the present moment.
6. Focus on what is within your control.

*(Let go of what you can't - rinse and repeat)*

**Take care of yourself by exercising, connecting, meditation, mindfulness and making fun.**





**Change is the law of life.  
Looking only at the past  
and the present are  
a guarantee of  
missing the future.**



# Assignments

<b>1</b>	What behaviours have you noticed in yourself as a result of the changes taking place in your life? Which of these are out of character?
<b>2</b>	Where are you on the change curve? How do you know?
<b>3</b>	What do you need to do to move to the next stage of the curve?