Coping with Change in Uncertain Times
Objectives

• Understand change
• Understanding resistance
• Emotional stages of change
• Tips to managing emotional stress
• Tips on adapting
• Tips on managing stress
Understanding Change

• Change is inevitable
• Three types of change:
  • Subtle
  • Moderate
  • Radical
• Success = Your ability to adapt
Why We Resist

- Fear of failure
- Fear of loss of control
- Fear of the unknown
- Fear that the new way will fail
- Fear of personal impact
- Comfort in predictability
- No obvious need
Emotional Stages of Change

1. Disbelief and denial
2. Anger and blame
3. Reluctant acceptance
4. The final stage - Commitment
Tips to Manage Stages of Change

• During Denial - Gain Information

• During Resistance - Listen

• During Exploration - Encourage and Support

• During Commitment - Recognize and Reward
Tips to Adapt

• What am I resisting, and why?
• Have I experienced this before?
• What do I need to do now?
• Who is in control here?
• What is my responsibility here?
• What do I need to learn or do to accept this?
Tips to Manage the Stress of Change

Become resilient

1. Emotional stability
2. Outward focus
3. Inward focus
4. Optimism
5. Serendipity
Stress Busters

• Let go of tension
• Change your thinking
• Change your response
To Summarize…

• Fix the fixable
• Accept the inevitable
• Laugh often
Point To Keep in Mind

- Understand the change you’re facing
- Understand how you feel about it
- Decide how you want to respond
- Get help if you need it!
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