

Coping with Change

Presented by: Dr. Laura Bryan, MBA, LMFT
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For
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Let's Warm Up



Think About It...Talk About It

- How did it feel when you were asked to cross your arms the other way?
 - Did it come naturally or did you have to stop and think about it?
- Were you comfortable with doing this differently from your normal process?
- What does this tell you about your reaction to change, even on such a small level?



MODULE 1

Looking at Change

MODULE 2

Responding to Change

MODULE 3

Skills and Strategies for Growth in Change

MODULE 4

Developing Actions



Looking at Change

Ways to See and Understand

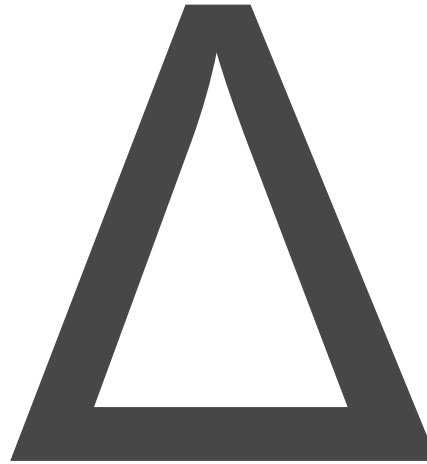


Change: A Definition

To become different



Change: A Symbol



- Change of any changeable quantity, in mathematics and the sciences (Wikipedia)
 - **For example, development = Δ/x**



What Else Shares This Shape?



The Change Paradox

The only thing constant is change



What Do We Know For Sure?

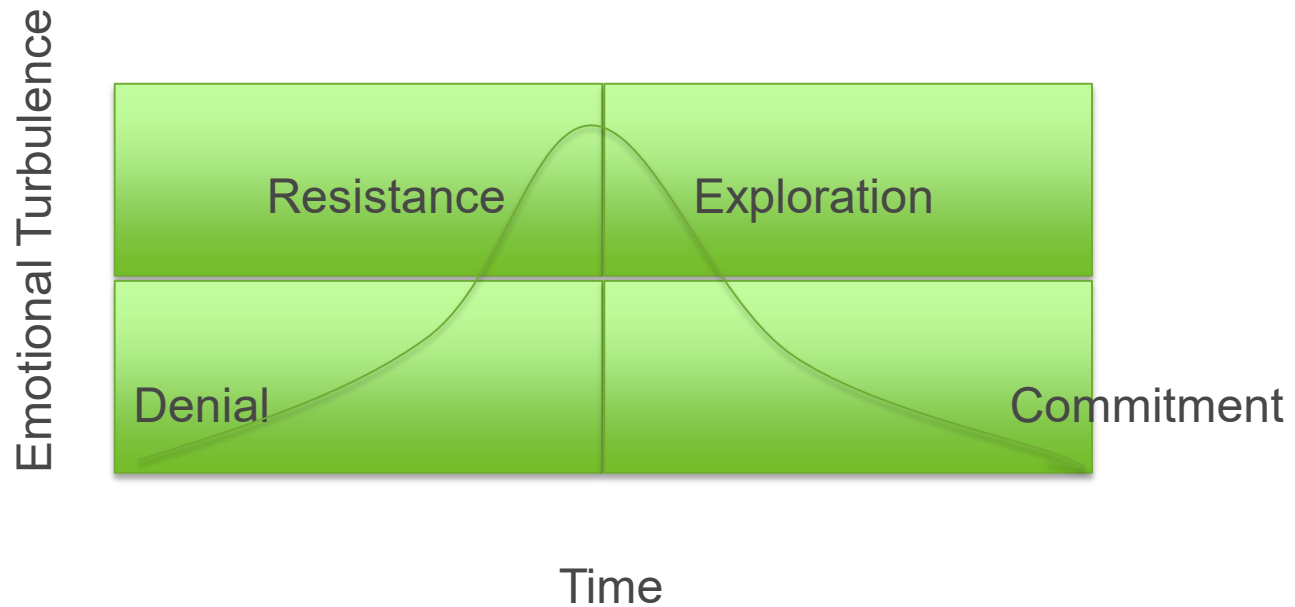


Responding to Change

What Can You Do?



The Change Process



Denial: Mostly Internal Dialogue



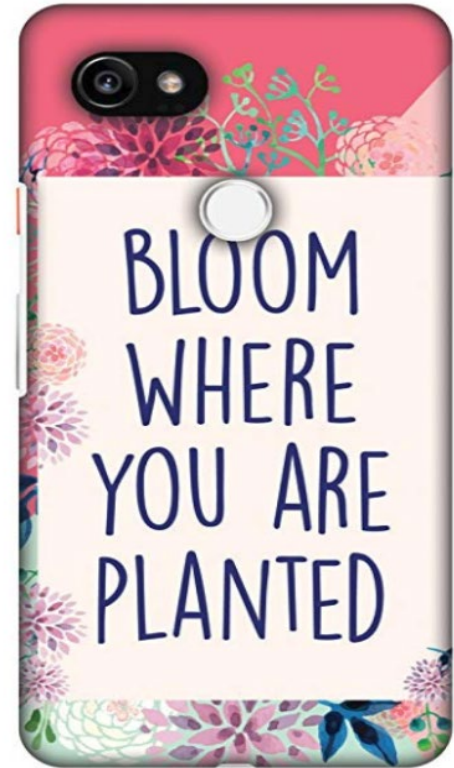
Resistance: Self and/or Others

- Inertia: “we’ve always done it this way”
- Mistrust: “will this change be good for me? Will this change hurt me?”
- Perception of change as negative: “change didn’t work before,” “I like it the way it used to be”
- Fear: unknown, loss, leaving comfort zone, too fast, don’t understand the need, lack of control
- Feeds on rumor mills and gossip



Later Stages of Change: Exploration and Commitment

- Reframe: Change as opportunity – what might be good about different?
- Resolve: Bloom where you are plant
- Return: Making change work for you



Skills and Strategies for Growth in Change

What I need to manage my response



Let's Practice Change



Think About It...Talk About It

- How did it feel to be asked to change seats?
 - Did you view changing seats as an opportunity to sit with someone new or as an uncomfortable or undesirable change?
- What are some things that make people resistant to change?
- What can you do to make it easier for people in your organization to accept changes?



Strategies for Managing My Response to Change

- What information do I need?
- What are my resources?
- What are my options?
- What do I want out of the change?
- What is my plan of action?



Developing Actions

How can we manage change



Focus on What Is Important and Under Your Control

	Able to Change	Difficult to Change
High Priority	Most critical issue <i>What changes can you make?</i>	<i>How do you plan to cope?</i>
Low Priority	<i>Are you spending too much time in low-priority issues?</i>	<i>Can you accept or forget about these issues?</i>



Managing Change for Work

- Making lists and reviewing
- Using a calendar
- Planning and preparing
- Distinguishing the “urgent” from the “important”
- Focusing your attention
- Taking breaks
- Use resources - EAP



Self-Care

- Put the oxygen mask on yourself first
- Exercise
- Staying present — engaged
 - Get off screens
- Socializing and staying connected
- Refueling through sleep and healthy eating

Δ/x



Questions

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