Coping with Change

Presented by: Dr. Laura Bryan, MBA, LMFT
McLaughlin Young Group
For
Winthrop University
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?
Looking at Change

Responding to Change

Skills and Strategies for Growth in Change

Developing Actions
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?
MODULE 1

The Change Process

Emotional Turbulence

Resistance

Exploration

Denial

Commitment

Time
Denial: Mostly Internal Dialogue

It’s not happening

It will go away if I ignore it

Talk about anything but that
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 planted
- 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

<table>
<thead>
<tr>
<th></th>
<th>Able to Change</th>
<th>Difficult to Change</th>
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</thead>
<tbody>
<tr>
<td><strong>High Priority</strong></td>
<td><strong>Most critical issue</strong></td>
<td><strong>How do you plan to cope?</strong></td>
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<tr>
<td></td>
<td><em>What changes can you make?</em></td>
<td></td>
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<tr>
<td><strong>Low Priority</strong></td>
<td><strong>Are you spending too much time in low-priority issues?</strong></td>
<td><strong>Can you accept or forget about these issues?</strong></td>
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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, staying connected
- Refueling through sleep and healthy eating
Questions

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