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CHANGE HAPPENS:

SURVIVING THE EMOTIONAL ROLLERCOASTER OF CHANGE

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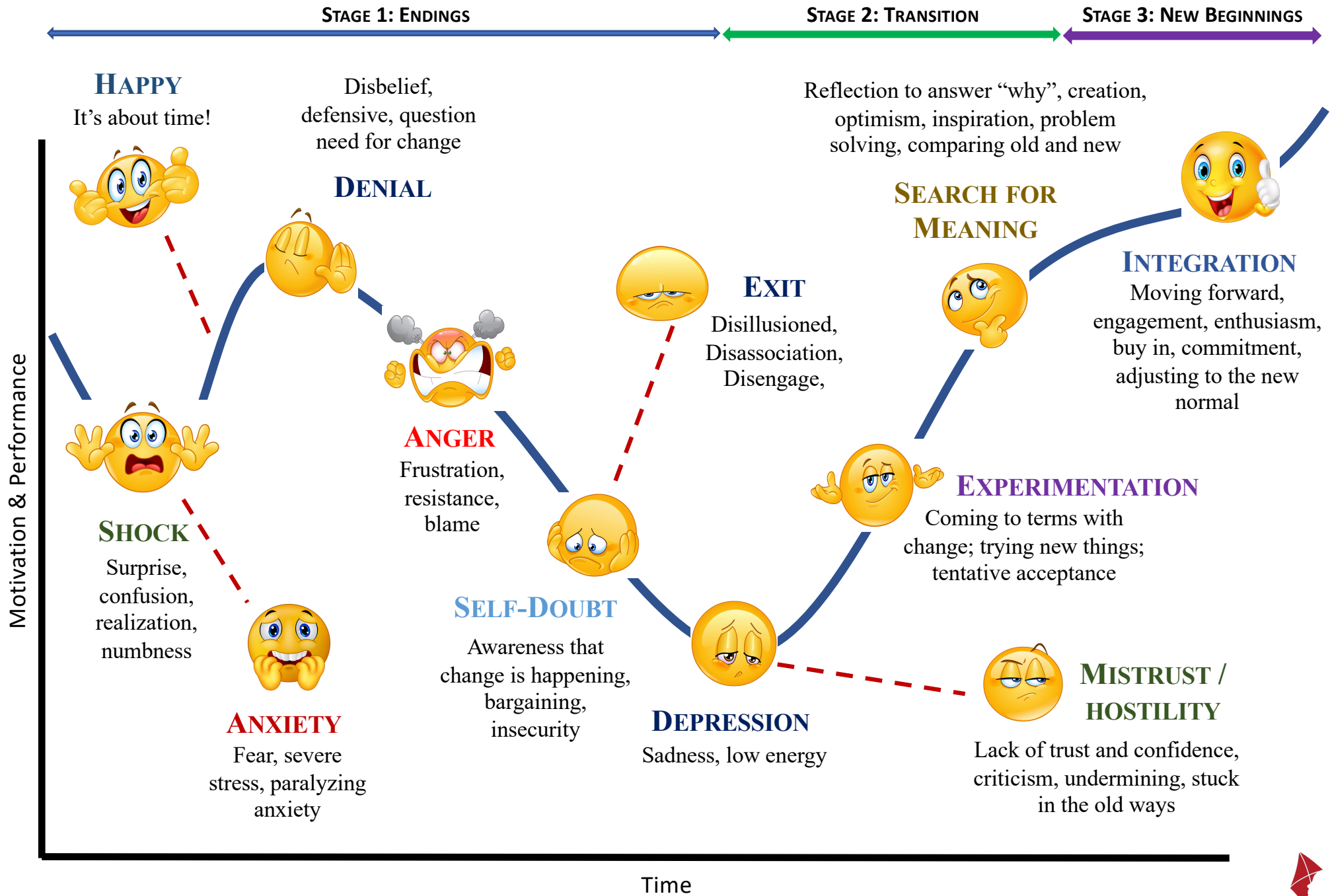
Dynamic Storyteller / People Whisperer

COURSE MATERIALS AND EXERCISES

We wish to express confidence that the information contained in these materials and presented during class is accurate and up to date. Please note that even though the instructor may be an attorney, no attorney-client relationship exists, and the information presented in this class and in these materials is not intended to be legal advice. Individual situations vary and appropriate resolutions are fact specific, and we recommend that you consult with Human Resources or your organization's legal counsel before you apply this information to specific risk management decisions.



The Emotional Rollercoaster of Change



Coping With Workplace Change

“Change is the only constant in life.” *Heraclitus*

1. Acknowledge Change is Happening and Let Go of How Things Used to Be.

You are not an ostrich. Sticking your head in the sand and pretending change is not happening will not stop the future; it is happening all around you whether you like it or not. Be assured that it is possible to have a great past AND a great future. Use lessons from the past to make better decisions going forward. Check the baggage at the door. Let it go. Just let it go. Be present in the now and tomorrow.

Worst Fear | Plan B | Solutions

2. Face Your Fears

Resistance to change is rooted in FEAR – fear of failure, success, criticism, rejection and of the unknown. Obsessing about negative “what if...” creates anxiety and serves as the cement which keeps you locked in place and afraid to take a step forward. Take a deep breath and face your fears.

3. Own Your Feelings

Change can be logistically difficult and emotionally painful. It is important to remember that you are not alone in the feelings you may be experiencing. Seek appropriate support to help you through the change process. ***Beware of gossip and rumors.***

When I handled change well in the past...

- What did I do to get through it?
- What coping tools did I use?
- How did I overcome my fear?
- Was I patient? Was I rationale?
- What did I do to heal and move forward?

4. Replace Fear with HOPE

Be optimistic and try to maintain a positive attitude, even if you are not currently happy. That is not always easy to do, but it is well worth it. Consider repeating a mantra or inspirational saying --”Most folks are as happy as they make up their minds to be”; “Fake it until you make it”; “Today is the day I win the lottery”... say whatever gets you out of your funk.

5. Communicate and Collaborate More!

Fear festers in the darkness; hope thrives in the light. In the absence of information, we make up our own story, and that story is not always a great one. If you have questions, ask them. If you have concerns, raise them. If you want to be more involved, volunteer. Information is power – it diffuses fear, encourages optimism for what the future holds, and defines a positive path forward.

6. Be Flexible and Seek Out New Challenges

Have you ever noticed how exhausting resistance can be? That's a lot of emotional energy to be spending, especially when change is out of your control. Take your power back by remaining flexible and embracing, *if not leaning into*, the change. Seek out new challenges, learn new skills, and set goals to ensure you grow in a positive direction.

“Life is not about waiting for storm to pass... it's about learning how to dance in the rain.” Vivian Greene

7. Reduce Stress / Laugh More

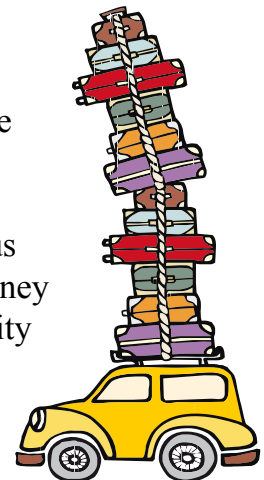
Wooossaawww... Change is hard enough without the added weight of stress. Increased stress contributes to diminished memory, reduced performance, lower morale, and decreased engagement levels. Take back control of your mind and body. Pause here, close your eyes, and take 3 deep breaths while thinking of your favorite, quiet place. Walk more, meditate, exercise, laugh more, scowl less, and take at least 30 minutes a day just for you. Avoid the news and social media, if possible; it can be emotionally toxic. Disconnect. Get out in nature. Enjoy the silence and peace of mind that comes with it.

8. Do Great Work!

As hard as we try, the only things we can really control are ourselves and our effort. “Effort has the ability to breathe fresh air into a stagnant life.” (Bob Miglani) Personal satisfaction comes from a job well done, followed by self-respect, confidence and optimism in what you can accomplish next when given an opportunity to do great things. Regardless of how you feel about change, you serve a critical purpose in the organization – live your purpose and focus on being your best you.

9. Drive the FUN-Van

Change is a journey, and there may not be room for everyone in the Van. For some, the path forward doesn't fit into their plans for the future, and that's okay – it may be time to transition to another opportunity. Others can't wait to get in the Van, while the rest of us just come along for the ride. You have more control over your journey if you are the driver of the FUN-Van! View change as an opportunity for growth and be the one who helps others remain positive.



10. Be Patient and Maintain Perspective

Are we there yet? No, not yet. Worrying about the end won't make the end come any sooner. Remember what really matters most in your life. Be proud of how far you have come. Take things one day at a time and don't take anything for granted. Welcome change and new challenges with enthusiasm. Your best you is yet to come!