
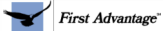


Surviving Workplace Change

A Workshop on Managing Change

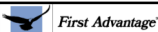




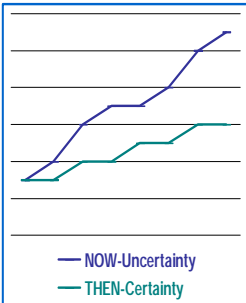
Workshop Objectives

- Understand the change process & how change affects people emotionally
- Learn how to manage 3 types of change in positive ways
- Identify resources that can help

2



Nature of Change



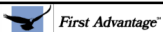
THEN:

- Infrequent
- Stable environment
- Time to adjust

NOW:


- Rapid and constant
- Uncertain environment
- Little time to adjust

3

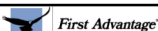


Ways to Look at Change

- Personal
- Organizational
- Societal



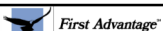
4




Change is Difficult

- Loss of what is familiar and known
- Loss of control
- Loss of identity

5




Normal Reactions



- Fear
- Confusion
- Disorientation
- Anxiety
- Helplessness
- Withdrawal
- Anger

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How Change Affects Your Health 

Exercise 1:
The Social Readjustment Rating Scale

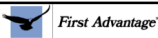
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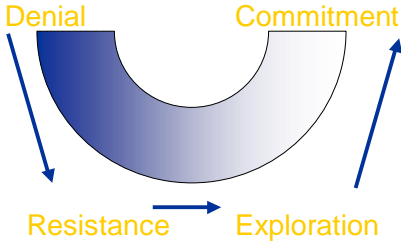
Change = 

DANGER + OPPORTUNITY

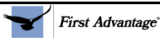


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Four Stages of Change 



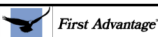
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Stage 1: Denial 

- “It’ll never happen.”
- “They’re not really serious.”
- “I’ll believe it when I see it.”
- “In the good old days...”
- “Me worry? No way!”
- “Keep your head down and your chin up.”

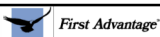


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Stage 2: Resistance 

- “I don’t see why we need to change.”
- “We resent not being included in the decision- making.”
- “I’ve already been through enough change.”
- “I’m afraid I won’t be able to succeed.”
- “This doesn’t make any sense.”
- “What’s the use? I’m out of here.”
- “This isn’t fair.”

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Stage 3: Exploration 

- “The old system just wasn’t working.”
- “This is really beginning to make sense.”
- “I’ve got another idea I think may work.”
- “Let’s try that again.”
- “We can do this.”

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Stage 4: Commitment 



“I think we can do even better than before.”

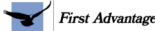
“Let’s figure this out together.”

“We should celebrate this milestone.”

“We’ve really made progress!”


“I feel very confident now.”

13

Where Are You in The Process? 

Exercise 2:
Your Personal Change Assessment

14

Commit To A Plan 

Exercise 3:
Your Personal Action Planner

15

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