
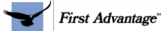


## Surviving Workplace Change

*A Workshop on Managing Change*

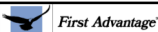




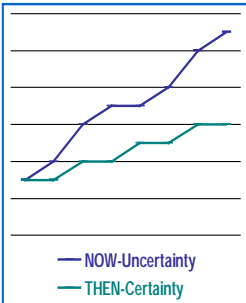
## Workshop Objectives

- 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



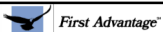
**THEN:**

- Infrequent
- Stable environment
- Time to adjust

**NOW:**


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

3

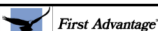


## Ways to Look at Change

- Personal
- Organizational
- Societal



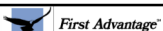
4




## 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

6

**How Change Affects Your Health** 

Exercise 1:  
The Social Readjustment Rating Scale

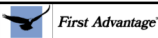
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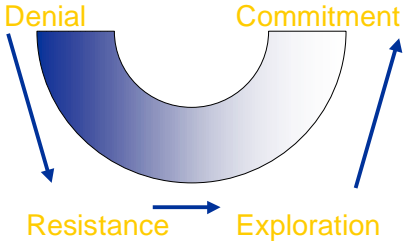
**Change =** 

DANGER +  
OPPORTUNITY

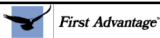


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**Four Stages of Change** 



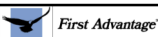
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**Stage 1: Denial** 

- “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.”

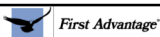


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**Stage 2: Resistance** 

- “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.”

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### Where Are You in The Process?

Exercise 2:  
Your Personal Change Assessment

14

### Change Related to Downsizing

- Displaced Employees
- Retained Employees

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### Displaced or Retrained

- Once we’ve experienced a downsizing, we will never be the same.
- The difference in the impact is really more a question of degree than of kind.

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### Responses to Downsizing

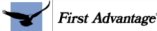
▪ Stress	▪ Insecurity
▪ Fatigue	▪ Anxiety
▪ Decreased motivation	▪ Guilt
▪ Sadness	▪ Fear
▪ Depression	▪ Anger
	▪ Betrayal

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### How to Regain Control


- Coping with the feelings of being downsized and being a downsizing survivor can be done - but it takes hard work.
- The focus of the work to be done is to heal yourself by taking control of your career and your life.

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**The Mental Gym Workout** 


- Don't underestimate the emotional trauma
- Revalidate your skills and abilities
- Identify internal opportunities

19

**The Mental Gym Workout** 


- Shift your framework
- Stop seeing the organization as family
- Identify your career objective

20

**The Mental Gym Workout** 

- Build on current skills and acquire new ones
- Maintain a current resume and professional network
- Reduce your dependency on your company

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**Commit To A Plan** 

Exercise 3:  
Your Personal Action Planner

22

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