


**Change Is Inevitable.
Growth Is Optional.**

*A Workshop on
Managing Change*



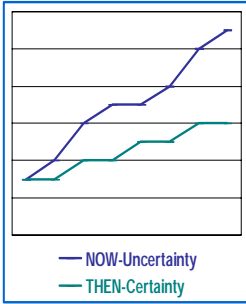
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Workshop Objectives

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

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Nature of Change



THEN:

- Infrequent
- Stable environment
- Time to adjust


NOW:

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

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Ways to Look at Change


- Personal
- Organizational
- Societal



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More Ways to Look at Change

- Predictable vs. Unpredictable
- Good vs. Bad
- Wanted vs. Unwanted




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Change is Difficult

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

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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 Behaviors

<p>Nonproductive</p> <ul style="list-style-type: none"> ▪ Avoidance, fear, withdrawal ▪ Failure to seek info ▪ Not asking for help ▪ Complaining, criticizing (victim) ▪ Avoiding risk or taking exaggerated risks ▪ Holding on to past ▪ Lack of focus, disorganization, poor time management 	<p>Productive</p> <ul style="list-style-type: none"> ▪ Staying involved and connected ▪ Seeking input and info ▪ Asking and offering help ▪ Understanding, accepting change (master) ▪ Taking responsible risks ▪ Moving forward ▪ Goal oriented behavior, good time management
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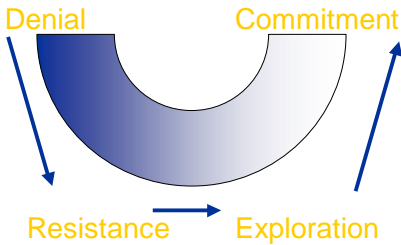
Change =

DANGER + OPPORTUNITY



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Four Stages of Change



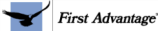
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Stage 1: Denial

- "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."

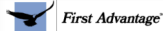


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Stage 2: Resistance 

- "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."

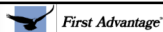
"Let's figure this out together."

"We should celebrate this milestone."

"We've really made progress!"

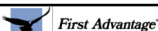
"I feel very confident now."

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Where Are You in The Process? 

Exercise 2:
Your Personal Change Assessment

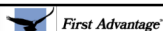
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The Four Cs of Change Champions 

- Commitment
- Challenge
- Connection
- Control

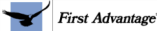


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The 4 Cs: Commitment 


- Accept the need for change
- Understand the direction of change
- Commit to growth and success

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The 4 Cs: Challenge 


- Accept responsibility for your attitude
- Test your beliefs
- Replace negatives with positives
- Visualize success

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The 4 Cs: Connection 


- Establish a support network
- Ask for help when you need it
- Become a resource for others

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The 4 Cs: Control 

- Accept what you cannot control
- Take charge of what you can control
- Seek information so you will know the difference

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Commit To A Plan 

Exercise 3:
Your Personal Action Planner

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