



# Coping with Change in ➤ Uncertain Times

# Objectives

- Understand change
- Understanding resistance
- Emotional stages of change
- Tips to managing emotional stress
- Tips on adapting
- Tips on managing stress

# Understanding Change

- Change is inevitable
- Three types of change:
  - Subtle
  - Moderate
  - Radical
- Success =Your ability to adapt



# Why We Resist

- Fear of failure
- Fear of loss of control
- Fear of the unknown
- Fear that the new way will fail
- Fear of personal impact
- Comfort in predictability
- No obvious need

# Emotional Stages of Change

1. Disbelief and denial
2. Anger and blame
3. Reluctant acceptance
4. The final stage - Commitment



# Tips to Manage Stages of Change

- During Denial - Gain Information
- During Resistance - Listen
- During Exploration - Encourage and Support
- During Commitment - Recognize and Reward

# Tips to Adapt

- What am I resisting, and why?
- Have I experienced this before?
- What do I need to do now?
- Who is in control here?
- What is my responsibility here?
- What do I need to learn or do to accept this?



# Tips to Manage the Stress of Change

## **Become resilient**

1. Emotional stability
2. Outward focus
3. Inward focus
4. Optimism
5. Serendipity



# Stress Busters

- Let go of tension
- Change your thinking
- Change your response



# To Summarize...

- Fix the fixable
- Accept the inevitable
- Laugh often

# Point To Keep in Mind

- Understand the change you're facing
- Understand how you feel about it
- Decide how you want to respond
- Get help if you need it!



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