

Guidelines for Adapting to Change

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Good Quotes About Change

"If we don't change, we don't grow. If we don't grow, we aren't really living." –Gail Sheehy

"Any change, even a change for the better, is always accompanied by drawbacks and discomforts."
-Arnold Bennett

"Our greatest glory is not in never falling, but in rising every time we fall." -Confucius

Objectives

- Understand elements of change and resilience
- Identify common reactions to change
- Learn strategies for adapting to change
- Learn ways to enhance your resilience

Brainstorm!

What does resilience look like?



What Do We Know About Change?

- Change is constant
- Change is inevitable
- Change can involve sense of loss
- Change is often met with resistance
- Change can create stress
- Change can initiate growth

Common Reactions to Change

- Withdrawal
- Shock/numbness
- Confusion
- Anger
- Loss of identity
- Depression
- Sadness
- Excitement/optimism

Symptoms of Stress

- Physical
- Emotional
- Cognitive

Tips for Adapting to Change

- Cope with Stress
- Create a Strategy for Getting Through
- Work on a Positive Attitude
- Build Lines of Support
- Develop Your Resilience

Cope with Stress

- Become aware of your stress reactions
- Develop and practice a self care plan
- Relaxation
- Exercise
- Diet/nutrition

Create a Strategy for Getting Through

- Identify the aspects you can:
 - ✓ Control
 - ✓ Influence
 - ✓ Not Control
- Invest energy in areas you can do something about
- Set priorities and a timetable
- Learn to let go

Create a Positive Attitude

- Challenge critical beliefs
- Break the worry habit
- Re-examine all expectations
- Accept strengths and weaknesses
- Recognize your accomplishments
- Keep setbacks in perspective
- Focus on what you can control

Things to Avoid

- Isolation
- Gossip
- Guilt
- Self-criticism
- Alcohol or other drugs

Build Lines of Support

- Family
- Friends
- Community
- Work
- Professional Counselors/EAP

What is Resilience?

- Ability to demonstrate elasticity, to bounce back
- Ability to absorb or adapt to change
- Ability to suffer hardship and not falter
- Determines who succeeds and fails
- Ordinary or extraordinary?
- Learned or innate?

Elements of Resilience

- Sense of humor
- Acceptance of reality
- Strongly held values, finding meaning
- Ability to improvise, inventiveness
- Skills in communication, problem solving
- Capacity to manage strong feelings
- Support system

Source: American Psychological Association and Harvard Business Review, May 2002

Resilient People Bounce Back Faster After Initial Shock

- Regain equilibrium faster
- Maintain higher level of quality and productivity in their work
- Preserve their physical and emotional health
- Achieve more of their goals

Source: Business Quarterly, Daryl R. Conner

Tips for Developing Resilience

1. Make connections
2. Avoid seeing crises as insurmountable problems
3. Accept that change is a part of living
4. Move toward goals
5. Take decisive action

Source: American Psychological Association

Tips for Developing Resilience

6. Look for opportunities for self-discovery
7. Nurture a positive view for yourself
8. Keep things in perspective
9. Maintain a hopeful outlook
10. Take care of yourself

Source: American Psychological Association

Review

- Adapting to change is a process
- You are responsible for your reaction to change
- Resilience helps with adapting to change
- Resilience can be learned and enhanced

What Am I Going to Do?

KEEP (doing)	START (doing)	STOP (doing)

Evaluations

