



The Fundamentals of Change and Transition

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Overview

- Defining change
- Understanding the change process
- Recognizing change and transition
- Requirements for change
- Process of change
- Practical application exercise



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Objectives

1. Learn about self-care tools and resources that will help you navigate the change process successfully.
2. Reflect on strategies that will allow you to effectively manage transitions.
3. Discuss common issues related to coping with change.



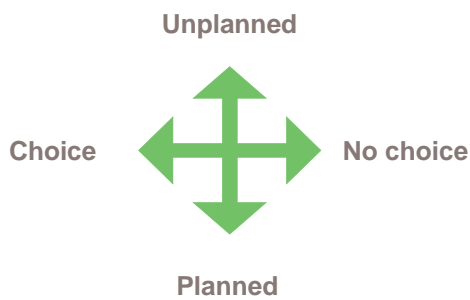
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Change is . . .



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Change is inevitable but...



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The speed of change is increasing

The big picture:

- Technology
- Globalization
- Cultural diversity
- Workplace change
- Family change

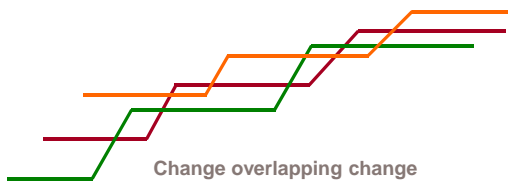
Your picture:

- Work/life balance
- Continuous learning
- Stress level
- Changing expectations

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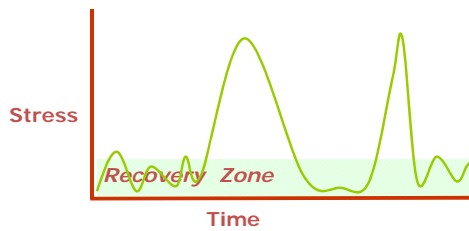
The change process today



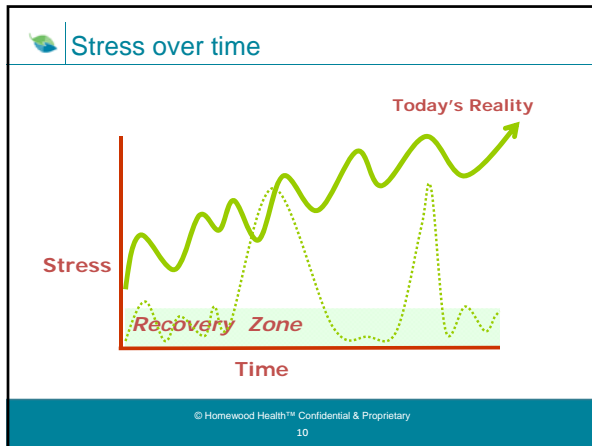
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Stress over time



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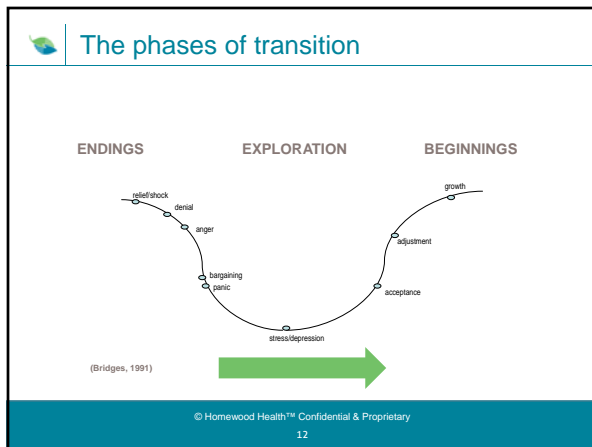


Change and transition

Change
Something old ends, something new begins

Transition
The gradual psychological reorientation that happens inside us as we adapt to change

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Let yourself . . .

- Acknowledge your losses
- Bring closure to what has ended
- Focus on the present
- Participate in creating the next chapter



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Helpful actions

- Ask for help and seek new resources
- Build resilience (physical, psychological, social, intellectual)
- Maintain positive routines
- Explore your options



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Questions to focus on

- What can you do to address your concerns?
- Who can you ask to help and support you?
- What parts of your life are unaffected by this change?
- What do you have to be grateful for?
- Can this change become an asset?
- What will you learn from this change?



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 Requirements for change

- Awareness
- Desire
- Knowledge
- Ability
- Reinforcement




(Hiatt, 2006)

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 Change is a process

Awareness

- Not everyone changes at the same pace
- The reasons for change need to be understood
 - ✓ The nature of the change
 - ✓ Why is the change happening?
 - ✓ What is the risk of not changing?



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 Change is a process

Desire

- Personal motivation to support the change
- The negative consequences of not changing have to be great enough to overcome the resistance to change

Knowledge

- Understanding how to change
- The details of what to do



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Change is a process

Ability

- Ability to implement required skills and behaviours
- Demonstrated capability to implement the change

Reinforcement

- Needed to sustain the change
- Recognition, rewards, incentives, benefits

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Exercise – application



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In summary

- Change is inevitable and constant but you do have choices.
- What are you choosing?




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“When we change how we look at things, what we look at will change.”
~Wayne Dyer

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