

Positively Maneuvering Change in the Workplace

Change

The factor of size

The factor of type or timing

- Sudden change

- Planned change

- Incremental change

- Positive change

- Negative change

George's company is going through an automation process. The plan is to automate the entire company over the next year cutting down significantly on manual, labor-intensive tasks. George has been with the company 15 years and has been doing essentially the same manual job the entire time.

1. If George was going to view and respond to this change in a positive direction how would he be feeling and reacting?

2. Conversely, what would George's feelings and reactions be if he chose to respond to the change negatively?

The role of resistance

The importance of change

"Not all change leads to improvement, but all improvement requires change" ~Eliezer Yudkowsky

Response to change is a process

- Impact

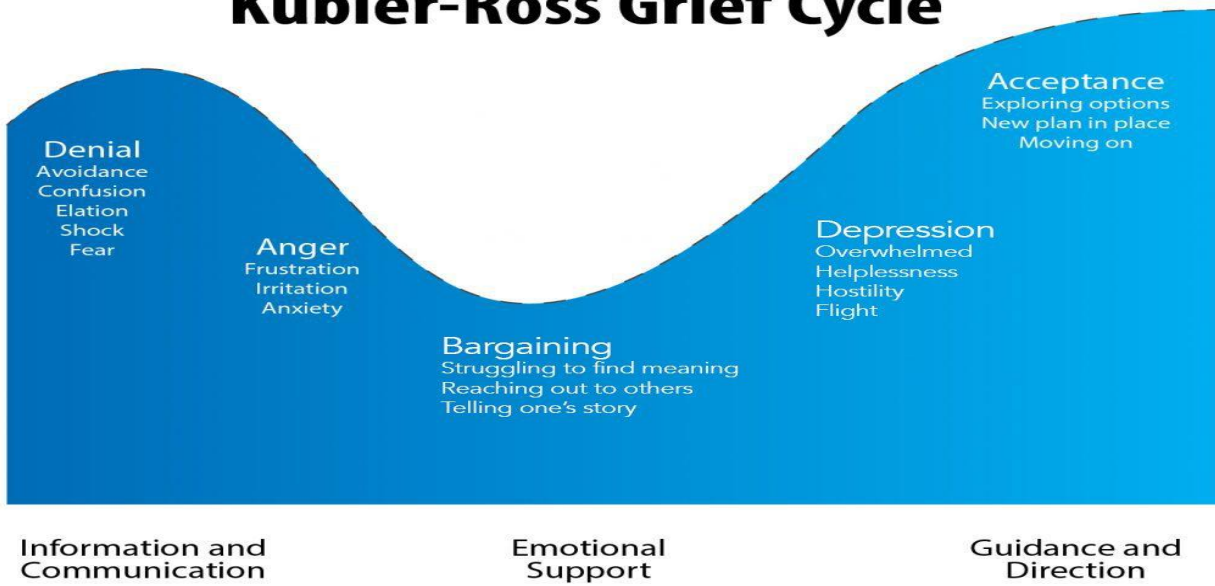
- Response

- Acknowledgement

- Awareness

Viewing change through the lens of a grief process

Kübler-Ross Grief Cycle



~Retrieved February 25, 2020 from <https://www.psycom.net/depression.central.grief.html>

Developing a resilient mindset

Resilience... *“Change favors the prepared mind”* ~Louis Pasteur

- **Connect with supportive people**

My strong supports are... _____

- **Become more mindful**

One way I will be more mindful today... _____

- **Thought awareness**

Questions to challenge negative thoughts:

What is the evidence for this? Against it?

Am I basing the thoughts on fact or feelings?

Is the thought rigid, when it's actually more complicated?

Could I be misinterpreting something or making assumptions?

1. Identify a stressful/negative thought.

Example: No one likes me.

2. Write a more "fair and balanced" thought.

Example: I have several people in my life that care for me, including...

- **Develop flexible thinking patterns**

- **Maintain an optimistic outlook**

Ways I've/someone I admire overcame a problem in the past is...

- **Put things into perspective**

- **Take care of yourself**

What I will start/stop doing to better care for myself..._____

Resiliency Quiz by Al Siebert, PhD: <http://resiliencyquiz.com/index.shtml>