



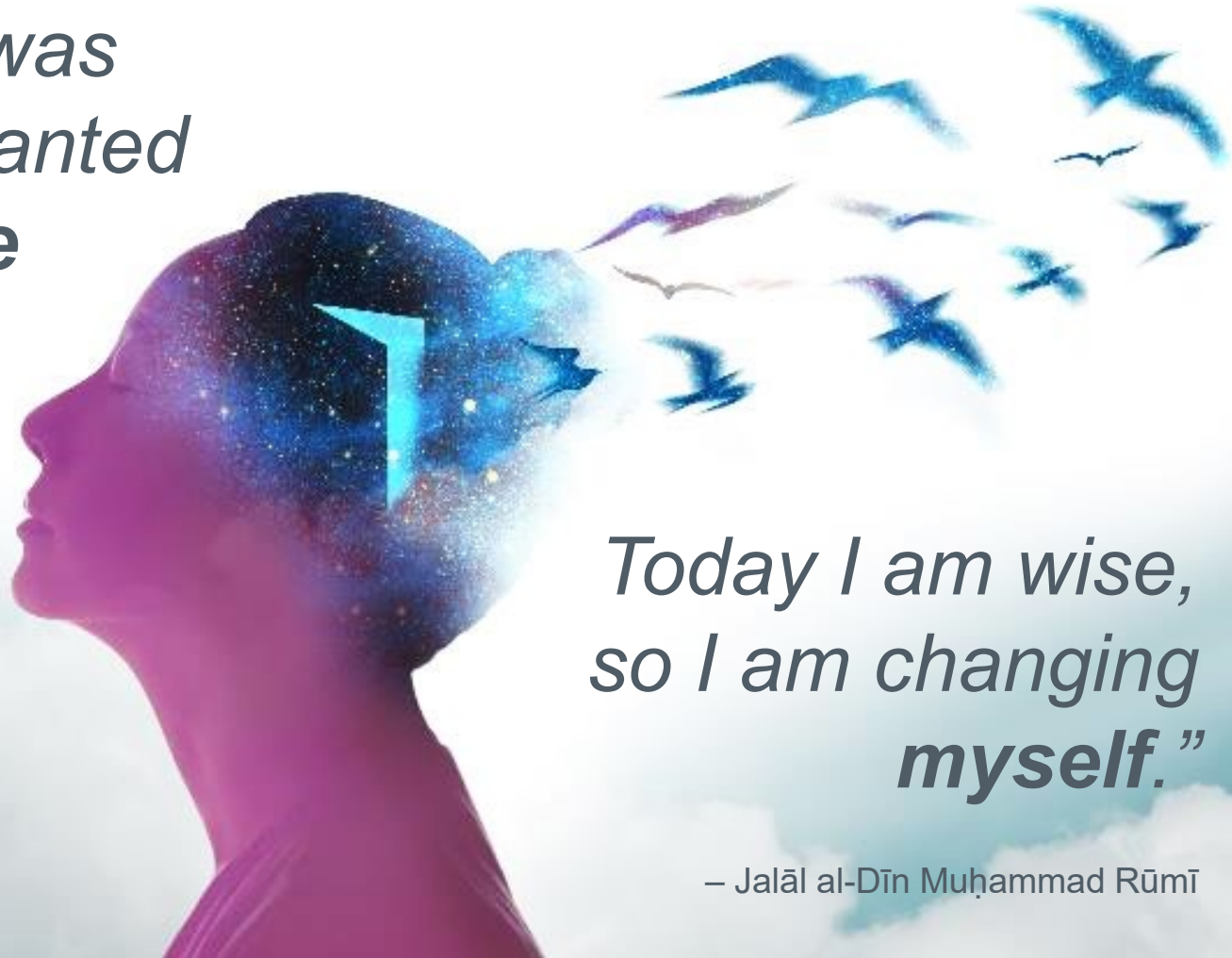
# **EMBRACE, EVOLVE, EXCEL: ADAPTING TO WORKPLACE CHANGE WITH RESILIENCE**

**A WEBINAR FOR EMPLOYEES FROM YOUR  
EMPLOYEE ASSISTANCE PROGRAM**

September 11, 2024

# INTRODUCTION

*“Yesterday I was  
clever, so I wanted  
to change **the  
world.***



*Today I am wise,  
so I am changing  
**myself.”***

– Jalāl al-Dīn Muḥammad Rūmī

# OBJECTIVES

- Define change and how it affects us at work
- Review the stages of change
- Discuss how resilience helps us navigate change and transition
- Explore strategies for adapting to change
- Introduce resilience-building skills to incorporate at work

SECTION 1

# CHANGE



***What comes to mind  
when you think of the  
word, CHANGE?***



*What comes to mind  
when you think of the  
phrase, **CHANGE AT  
WORK?***

# WHAT IS CHANGE?

A sustained reinforcement of new behaviors and thinking patterns.

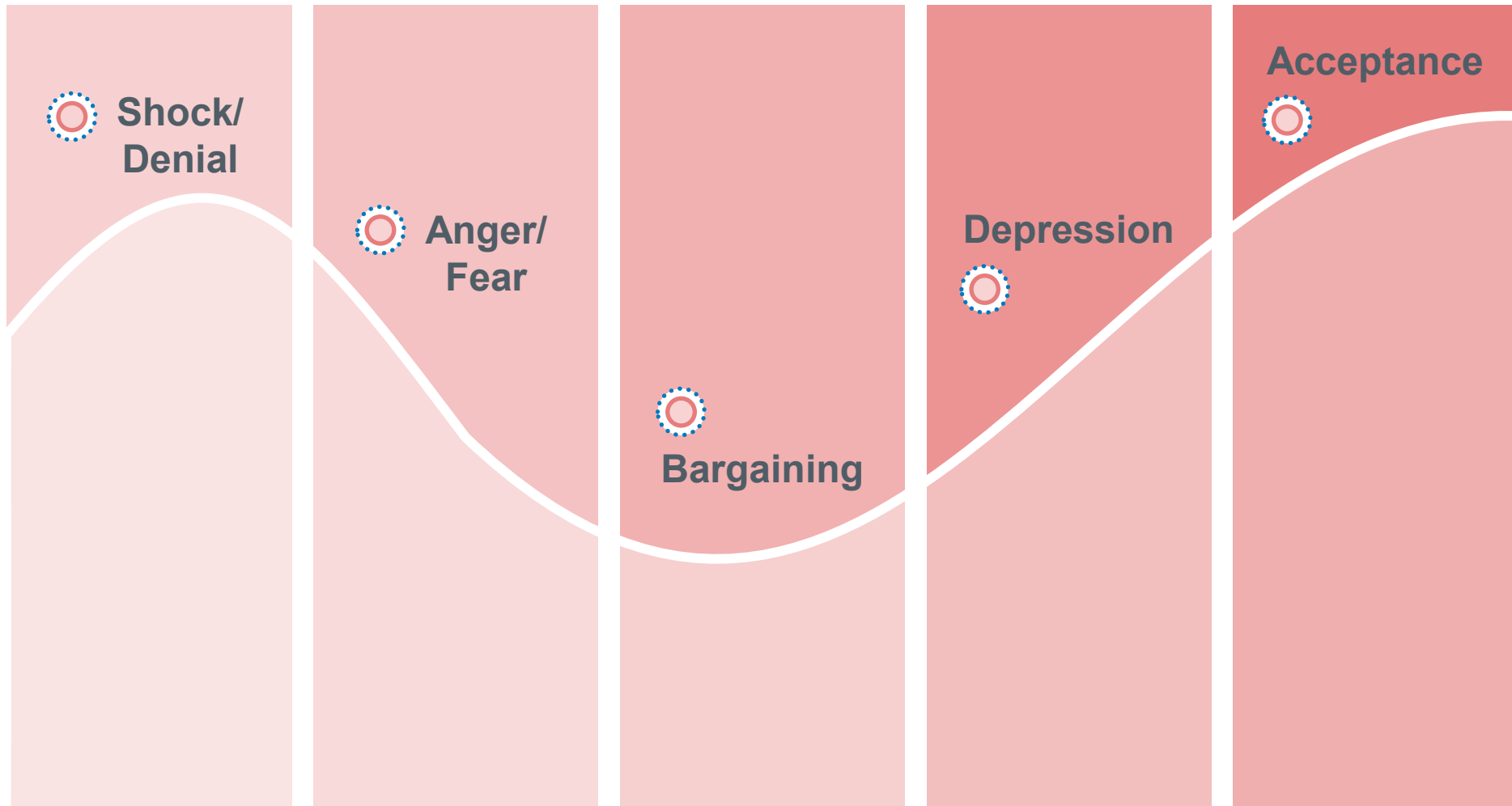


SECTION 2

# THE CHANGE CURVE MODEL



# THE CHANGE CURVE MODEL



## SECTION 3

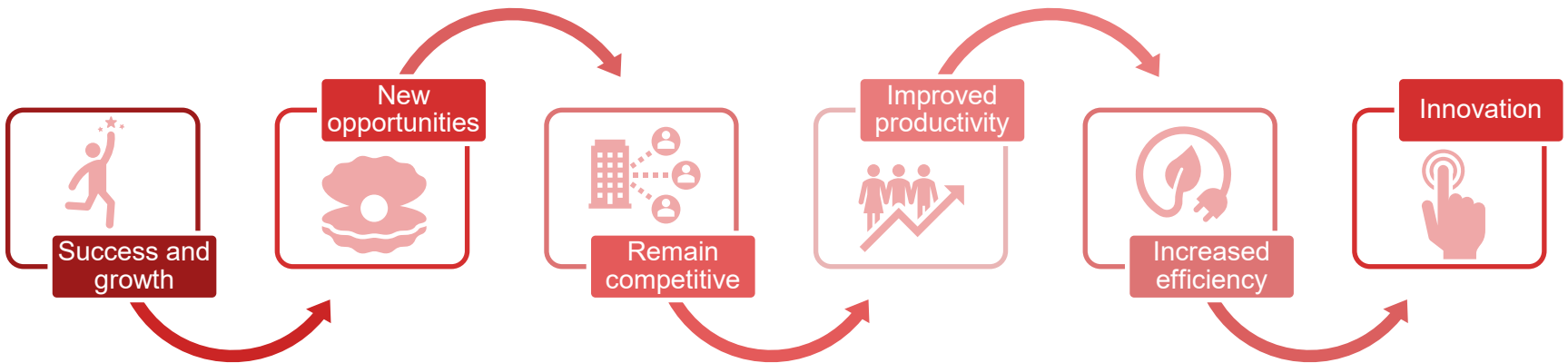
# EVOLVING WITH AND EMBRACING CHANGE

# EVOLVING WITH CHANGE

Involves:



Begets:

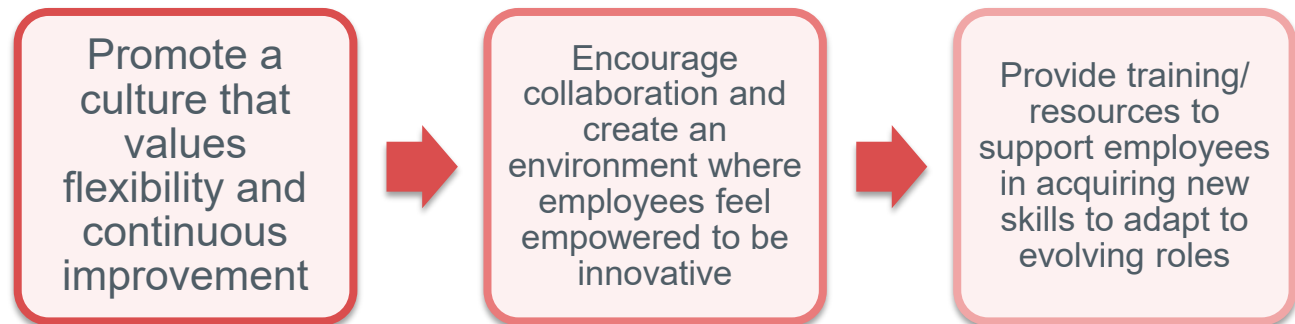


# WAYS TO EVOLVE WITH CHANGE

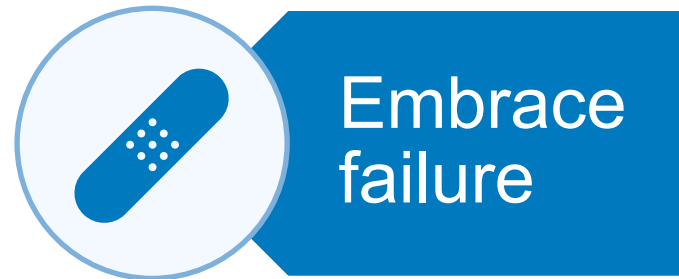
You can:



Organizations can:



# EMBRACING CHANGE



## SECTION 4

# BUILDING RESILIENCE TO EXCEL THROUGH CHANGE

# THREE DOMAINS OF RESILIENCE

1

## Individual resilience

- The ability to bounce back from setbacks, challenges, and barriers
- Influenced by a person's ability to overcome adversity as well as our current environment, genetics, and life experiences

# THREE DOMAINS OF RESILIENCE

2

## Occupational mindset

- The attitudes, beliefs, and perspectives individuals have about work responsibilities, interacting with colleagues, handling challenges, and how they fit within the organization
- Can vary among individuals based on personal values, experiences, and organizational culture



# THREE DOMAINS OF RESILIENCE

3

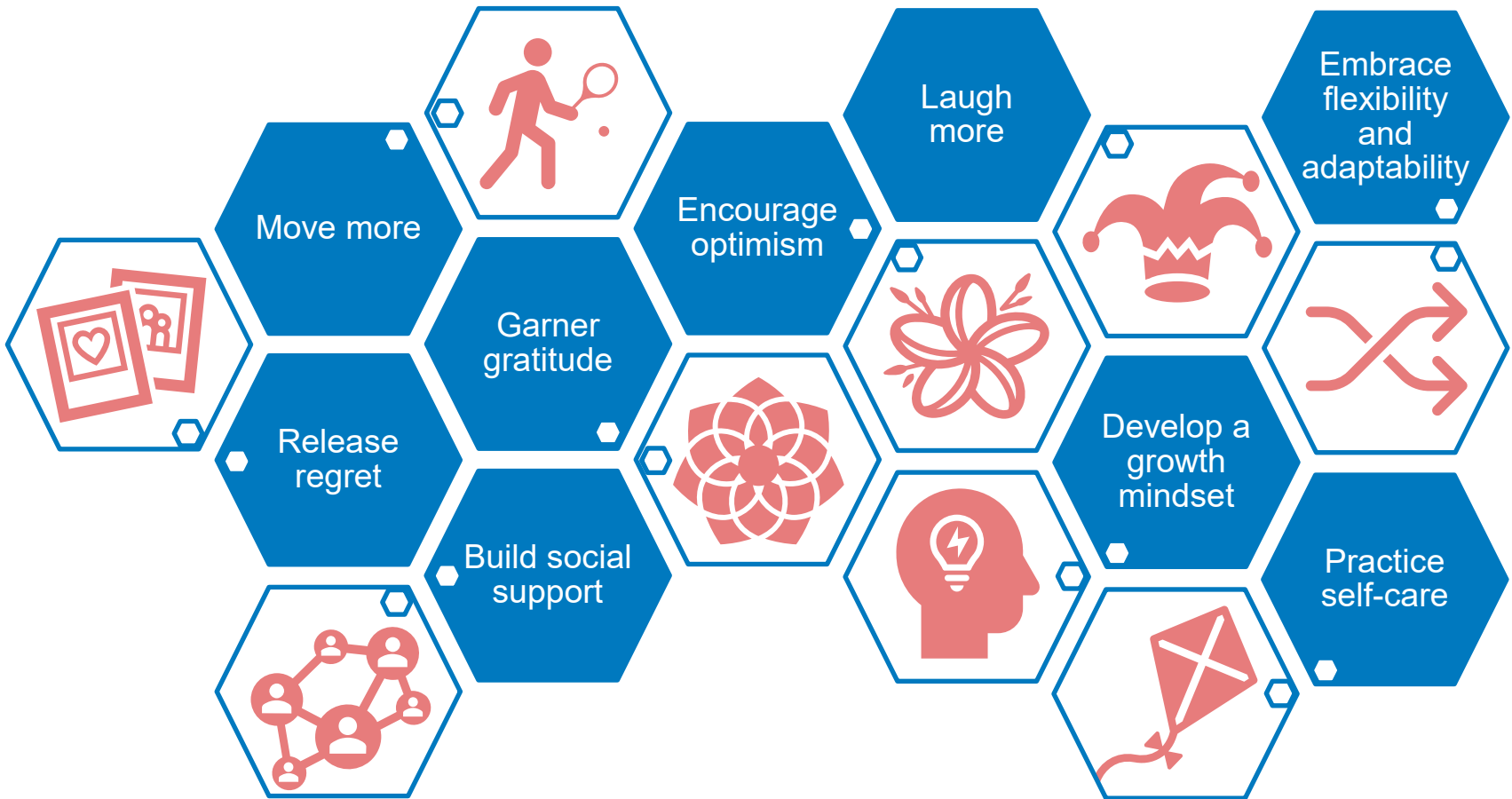
## Workplace wellness

- Any workplace health promotion activity or policy designed to support healthy behavior among employees to improve health outcomes

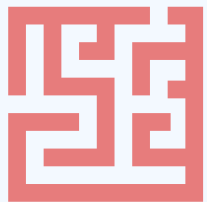
### Examples:

Health fairs, smoking cessation programs, on-site fitness programs and kitchens, health memberships, company wellness competitions, social platforms, and incentives for participation

# BUILDING RESILIENCE



# ADDITIONAL RESILIENCY TRAITS



## Problem-solving and decision-making skills

- The ability to grasp the bigger picture, then break it apart to see separate systems and understand how those systems make the whole picture work
- Taking time to evaluate the pros and cons of each potential solution to develop a well-thought-out decision

# ADDITIONAL RESILIENCY TRAITS



## Setting realistic goals and reassessing

- Break a goal apart into smaller, manageable steps with reasonable deadlines
- Make a task list and delegate when necessary
- Acknowledge your accomplishments along the way
- Reassess goals if you become overwhelmed or something is not working

# HEALTH BENEFITS OF RESILIENCE

- Lower rates of chronic disease
- Stronger immune system
- Balanced diet and regular exercise

## Physical



- Decreased risk of mental health issues
- Ability to manage stress, adapt, have a positive outlook

## Mental and emotional

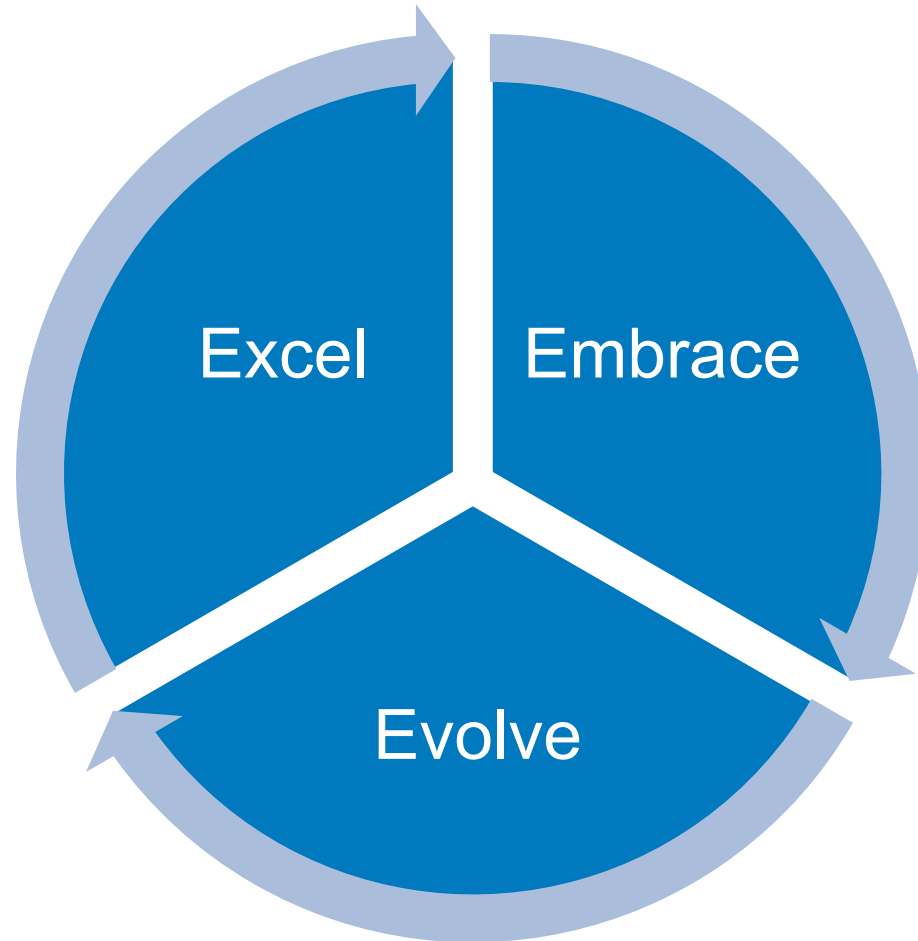


- Strong connections and sense of community
- Resourceful when needing support

## Social



# SUMMARY



# RESOURCES

## Online Articles

- 11 Tips for Dealing with Change at Work  
[indeed.com/career-advice/career-development/dealing-with-change-at-work](https://indeed.com/career-advice/career-development/dealing-with-change-at-work)
- The Change Curve  
[mindtools.com/au03rgg/the-change-curve](https://mindtools.com/au03rgg/the-change-curve)
- Coping with Change  
[workplacestrategiesformentalhealth.com/resources/coping-with-change](https://workplacestrategiesformentalhealth.com/resources/coping-with-change)

## Quiz

- Resiliency Test  
[psychologytoday.com/us/tests/personality/resilience-test](https://psychologytoday.com/us/tests/personality/resilience-test)

## Videos

- How to Adapt to Change in the Workplace  
[youtube.com/watch?v=4kvs5YdFfyY](https://youtube.com/watch?v=4kvs5YdFfyY)
- Navigate and Embrace Change  
[youtube.com/watch?v=pUmTQ-86-YI](https://youtube.com/watch?v=pUmTQ-86-YI)

## Podcasts

- Four Steps to Get Unstuck and Embrace Change  
[coachingforleaders.com/podcast/297](https://coachingforleaders.com/podcast/297)
- How to Change Your Workplace  
[ted.com/talks/worklife\\_with\\_adam\\_grant\\_how\\_to\\_change\\_your\\_workplace](https://ted.com/talks/worklife_with_adam_grant_how_to_change_your_workplace)

# THANK YOU



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# CERTIFICATE OF WEBINAR PARTICIPATION

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## **EMBRACE, EVOLVE, EXCEL: ADAPTING TO WORKPLACE CHANGE**

Date:

