


How well are you adapting to change?



Tracey Letmate
Training & Development Manager
Multnomah County Library



What changes are you experiencing?

Write down 5 things that have changed (or will be changing) in your world during a recent 12-24 month period.

Tracey's examples:

1. We just went through a kitchen remodel (gutted; supposed to take 5 weeks)
2. I helped implement a new library intranet site that took over a year to plan
3. I lost my dog of 17 years
4. I am hiring a new team member and got a new manager in the same week!
5. The county is implementing a new HR/Finance system that will fundamentally change how we do "business"

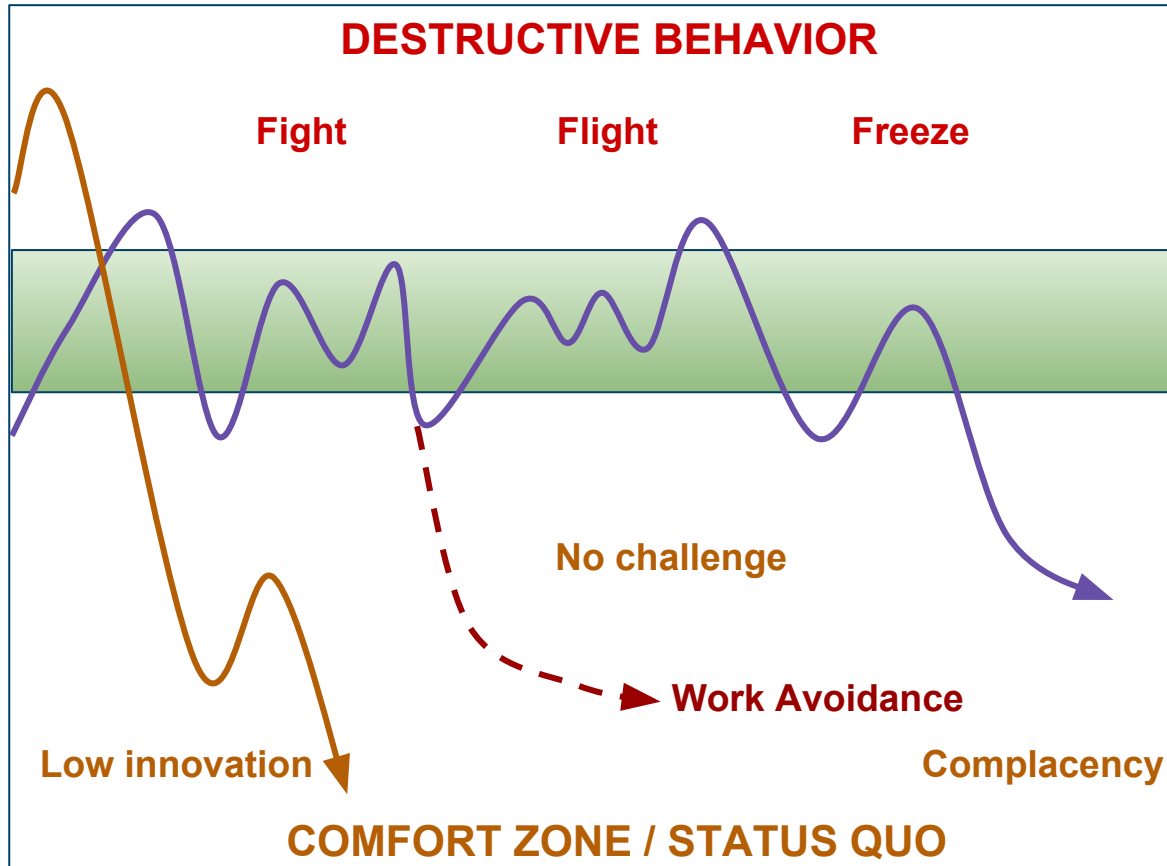
7 Truths about Change

Change is the one thing you can count on.	It's not personal - unless you initiated it	Your thinking is not always your friend - don't overthink
<p>Change isn't the enemy, fear is:</p> <ul style="list-style-type: none">• Loss• Unknown• Failure• Success <p>What are you afraid of?</p>	<p>You are more resilient than you think. Ask yourself these 2 questions:</p> <ol style="list-style-type: none">1. What can possibly be right about this?2. What in your life or yourself can you be grateful for right now?	<p>There is a predictable emotional cycle to change:</p> <ol style="list-style-type: none">1. Denial2. Anger3. Bargaining4. Depression5. Acceptance
Your future is built on a bedrock that is unchanging - your core identity, purpose, values		

What are some ways people resist change?

What happens as a result of resistance?

- Keep doing things the same but expecting different results
 - Play the blame game
 - Worry excessively
 - Stuck in the past
 - Fall into denial
 - Magic thinking “I will be rescued from this change”
-



To Best Meet Challenge of Change...

1. Develop the **ability to adapt**
2. Be **flexible and resourceful** in the face of change
3. Respond in a **resilient and productive manner** when change is required.

**Be a
Master
Adapter**

Research shows that
people who are more
positive live longer,
healthier lives!

How to become a master adapter...

1. Accept that change is going to happen and move to the next phase. Don't get stuck in denial or become paralyzed with fear.
2. Look towards the future. Don't spend time and energy on blame and / or regret.
3. Figure out where you have control. Don't assume there's nothing you can do.
4. Decide how much you care about the issue? Are you fighting just 'cause, or are you truly passionate about outcome.
5. Be a solutions-oriented person rather than focusing all your energy on the problem. Don't use old solutions to solve new problems.
6. Roll up your sleeves and ask for help when you need it. Don't resist just because it will take more time to learn something new.

How do you typically view change?

- ❖ You may be an **early adopter** if the change is something you readily support and it fits into your comfort zone.
- ❖ You may be a **middle adopter** if the change is something you could support, but you need more information and time.
- ❖ You may be a **later adopter** if the change is something that is clearly outside your comfort zone.

Complete the
self-inventory:
How do I typically view
change?

Resiliency and Self-Management

- Positive attitude
- Mindfulness
- Forgiveness
- Kindness
- Optimism
- Emotional regulation
- Ability to see change as a chance to grow

Resilience is a muscle that needs exercising.

Every change is a chance to strengthen that muscle.

Develop or Find a Mantra

Those who say it cannot be
done should not interrupt the
person doing it.

~ Chinese proverb

Do you have one?

How about:

- Make it a great day!
 - Change begins with me
 - Be the change
 - Embrace change
-

Focus your energy

What is within your control, influence and concern?



Complete your change worksheet

Change	What are you afraid of?	Where are you in the change cycle?	What is your role?	What energy focus should this have?
Example: Increase in service to impoverished individuals	Fear of unknown; not providing good service; not knowing their needs	Acceptance - it affects us every day and we need to start being more proactive	Middle adopter - I am ready, but don't have all the information	I can't control the environment or the housing crisis; I have influence over how our branches respond; I can control my learning path

Brain Rewiring and Self-Care

You can train your brain by repeating a certain behavior every day for 21 days!

Try these things every day for 3 weeks if you need a positivity boost:

- Jot down three things you are grateful for
- Write a positive message to someone in your social support network
- Meditate at your desk for 2 minutes
- Exercise for 10 minutes
- Take 2 minutes to journal the most meaningful experience of the past 24 hours

I'll leave you with this...



Shawn Achor, author of "The Happiness Advantage"