

Thriving in Uncertain Times

Objectives

- Understand the nature of change
- Understand change management strategies
- Learn time management strategies
- Learn resiliency techniques to adapt to change & challenges & maintain your motivation

Change

- What kind of changes do we face at work?
- What kind of changes do we face in our lives?
- What feelings does change bring up for us?

Four Roles in Change Scenario

- Investigator-seeks information, wants to know what is going on, has begun to explore the change and is open
- Opportunist-feels things will work out, wants to figure out how to make the change work for their best interest, feels that they will survive and may even do better

Four Roles in Change Scenario

- Resistor- feels angry and frustrated, complains a lot and acts out in counterproductive ways
- Adaptor- wants to work as a team to incorporate change, can be used as a champion for change and sees the change as an adventure

Inevitability of Change

There are only two possible outcomes:

- Be a Change Victim
- Be a Change Master



Change Management Strategies

Master the Four C's

- Commitment
- Challenge
- Connection
- Control



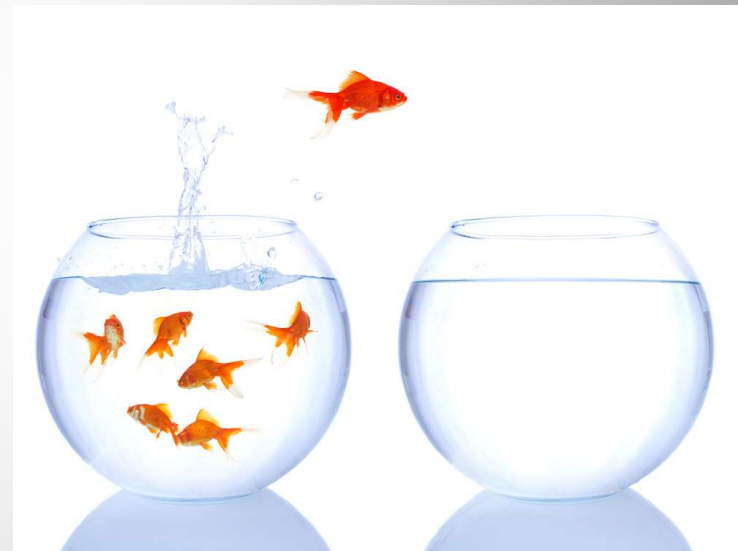
Food for thought....

When a door closes, another one opens. But often we stand there *so long* looking at the closed door, that we do not see the one that has opened.



Other Life Changes

- Expected Changes
- Unexpected Changes
- Planned Changes



Managing Change

What are some ways to manage life changes?

To Become a Change Master in Life:

- Time Management
- Building Resiliency
- Change our Perceptions



Time Management Requirements:

- Time awareness
- Prioritize
- Partializing



Time Management Requirements (continued)

- Prepare



Time Management Requirements (continued)

- Focus
- Achieve



Resiliency

*One's capacity to cope with stress
and catastrophe*

Building Resilience (physically)

- Healthy eating
- Regular physical activity
- Regular relaxation techniques
- Limit use of alcohol; avoid other substances
- Adequate sleep
- Regular screenings



Building Resilience (mentally)

- Positive self-talk
- Use a sense of humor
- Getting clear about values/goals/priorities
- Be assertive—learn how to ask for what you want/need
- Improve communication skills
- Taking time for mental health



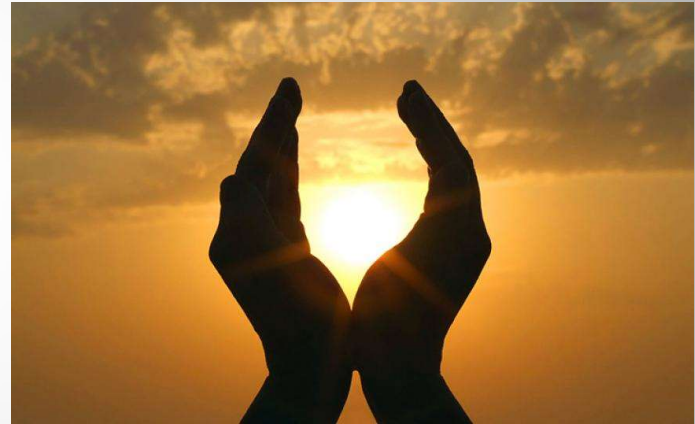
Building Resilience (socially)

- Building and maintaining support systems
- Investing in relationships
 - Spouse
 - Children
 - Parents
 - Family
 - Community
 - Pets
- Clear communication
- Intimacy



Building Resilience (spiritually)

- Meditation
- Prayer
- Worship
- Faith
- Commitment



Faith and commitment can strengthen people

Change Your Perceptions By:

- Changing unrealistic expectations and irrational beliefs
 - “I should be used to this change by now!”
 - “Why couldn’t things have stayed the same?”
- Building self-esteem
- Cultivating a positive attitude
- Redefining situation in a less stress-provoking way

Closing Thoughts

- Change is a human condition
 - We face changes each and every day
 - Buddha said “Happiness becomes possible when one recognizes that the only permanent thing in life is change.”
- Choose to be a Change Master in your life!

How to Contact EAP



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(888) 960-3305

or

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