

A large crowd of people is gathered outdoors, seen from behind, looking towards a bright sky where the sun is visible. The crowd is dense, and some individuals are holding up smartphones to capture photos or videos. The overall atmosphere is one of a significant public gathering or event.

# MANAGING

Personal Change & Transition



Both Trees Have  
Experienced  
**Significant Change...**



One Tree Will  
Transition **Through**  
The Change And  
**The Other Will Not**



# FLEXIBILITY





Emotional  
Flexibility



Cognitive  
Flexibility



Physical  
Flexibility







# TODAY'S BIG IDEAS

## PREDICTABLE STAGES

There are 5 predictable stages we experience during change.

## INCREASING AWARENESS

By increasing **awareness** of how our thoughts trigger emotions & influence behaviors we develop strategies that enable us to choose resilience in the face of ongoing changes.



# CHANGE CHALLENGES

What's the biggest change challenge you're currently experiencing?







# THE DILEMMA

We hate change and love it all at the same time.  
What we really want is for things to remain the same but get better.



# LIFELONG CHANGE



## TRANSITION

Moving through and **practicing** a new way of being.

## BEGINNING

Letting go of the old way of being and moving toward the change.

## ENDING

Accepting and starting to embrace the change.





# PERSONAL STAGES

Shock or Denial

Flood of Emotion

Bargaining

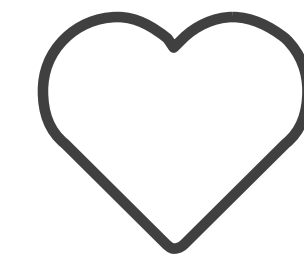
Depression

Acceptance

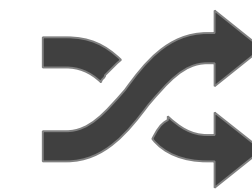




# DURING TRANSITION

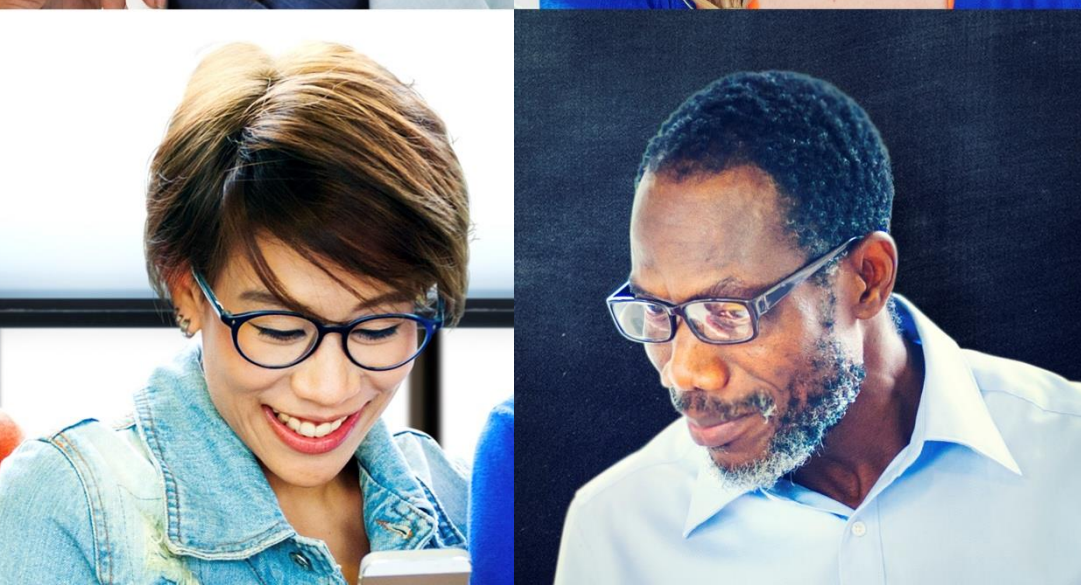


How you (and others) are feeling is normal and necessary.



Perceptions are distorted.





# ACTIVITY: PERSONAL STAGES

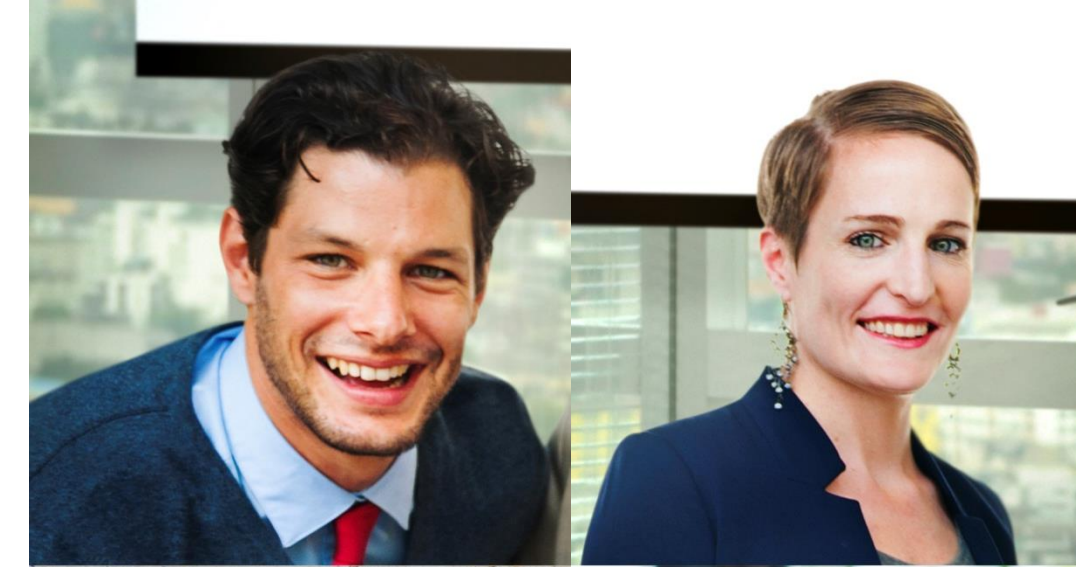
Shock · Flood of Emotion · Bargaining · Depression · Acceptance

1

What stage(s) are you in right now related to your biggest change challenge?

2

If the change impacts others, what stage(s) do you think they're in right now?







## **AFFILIATIVE HUMOR**

To laugh together can facilitate relationships.



## **SELF-ENHANCING HUMOR**

To find amusement within hardship & stay positive.



## **HOW CAN HUMOR HELP US COPE WITH CHANGE?**

## **SELF-DEFEATING HUMOR**

To lighten up by laughing at oneself.

## **AGGRESSIVE HUMOR**

To laugh at the expense of others.



A dramatic photograph of two rock climbers hanging from the edge of a dark, craggy rock face. The climber at the top is wearing a yellow shirt and dark pants, while the climber below is wearing a red tank top and dark shorts. They are both holding onto ropes and carabiners. The background is a vast, cloudy sky with a mix of dark, moody clouds and lighter, sunlit patches, creating a sense of height and challenge.

# RESILIANCE

The ability to adapt easily to the inevitable storms and ongoing changes of life. To bounce back stronger, wiser, and more flexible.



# BENEFITS

Increased Job Performance



Better Interpersonal Relationships



Improved Physical/Mental Health



Greater Happiness







## **SELF-AWARENESS**

Ability to manage  
emotions in the moment



## **HEALTHY WAYS**

To talk about what you're  
going through

# **CRITICAL SKILLS**



## **POSITIVE ATTITUDE**

Reasonable self-demands







# ROAD TO RELIANCE

Identify & Work Through...

**Destructive**

thoughts, emotions, and behaviors

**The Impacts**

of ongoing change





## **THOUGHTS**

Your mental “conversations” with yourself.

## **EMOTIONS**

Feelings you experience as you go through the change or significant emotional event.



## **BEHAVIORS**

What you say or do because of the way you feel.



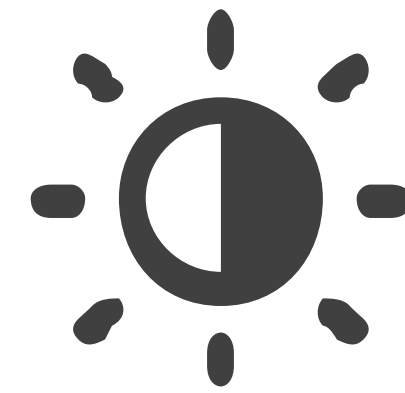




## **Tune Into What You're Feeling**

Fear, anger, stressed?

Are they “ghosts” of  
past unresolved issues?



## **Determine Which Emotions Keep You From Acceptance Or Healing**



## **Identify Alternative Emotions That Could Help You Get Unstuck**

Curiosity vs. Apathy

Hopeful vs. Hopeless





## KEEP ME STUCK

Fearful

Resentful

Angry

Sad

Guilt

Depressed

Trapped

Hopeless

Judgmental

Apathetic

## HELP FREE ME

Courageous

Accepting

Calm

Happy

Proud

Excited

Liberated

Hopeful

Empathic

Curious



## **COSTS (TO YOU)**

Consequences of your behavior that either help or harm you



## **IMPACT (ON OTHERS)**

Impact your emotions and behaviors have on others





# IMPACT ON OTHERS

## KEEP ME STUCK

Others are embarrassed  
by my actions.

Others worry about me.

Others distrust and avoid me.

Others enable my behaviors  
by doing my work for me.

Others make excuses for me.

## HELP FREE ME

Others are proud of me.

Others know I'll be fine.

Others trust me and  
seek me out.

Others can count on me to do  
my fair share of the work.

Others don't need to  
make excuses for me because  
I take responsibility  
for my actions.



# Reframe Your Thoughts

## Challenge Negative Thoughts

- ✓ Am I assuming the worst?
- ✓ What's another possible, more positive explanation?

## Identify What's Really Changing?

- ✓ One piece, or the whole “pie?”

## Listen To Other Perspectives

- ✓ Who Are Dealing With It Positively







# THOUGHTS

## KEEP ME STUCK

I don't believe anything positive  
will come from this.

I'll never be able to do this.

I am stuck here.

No one will help me.

I can't count on myself to  
follow through.

## HELP FREE ME

I have faith that positive things  
will come from this.

I'm competent and can do this.

I have endless choices.

Others will be supportive.

I can accomplish whatever I  
set out to do.





# ARE YOU?

## **CHANGE AVOIDANT**

Stuck in negative thoughts and emotions about change. Are you unwilling to embrace the change?

## **CHANGE RESILIENT**

Adjusting easily as the change unfolds by dealing quickly with your thoughts, emotions, and behaviors.



**OWN YOUR  
THOUGHTS**





# TRY NEW BEHAVIORS



## PRACTICE

Quickly diverting negative thoughts into positives – make it a habit.



## HOLD YOURSELF

Accountable when you slip into old behavior patterns



## JUST TRY IT

See if it's really as bad as you're imagining it.





## KEEP ME STUCK

Complaining about the change event.

Being paralyzed by fear of the change.

Complaining about others behind their backs or refusing to talk.

Worrying about the bad things that could happen.

## HELP FREE ME

Asking clarifying questions to better understand.

Trying out new, more adaptive behaviors.

Talking directly with others.

Talking about the positive things that could happen.

# BEHAVIORS





# GET ENCOURAGEMENT

## SEEK OUT

Resilient people and “tune out” toxic feedback that leaves you discouraged.

## FORM CHANGE

Accountability partnerships.

## GIVE YOURSELF

Positive feedback when you use more resilient behaviors.

## FOCUS

On and remind yourself what is going well!





## KEEP ME STUCK

I experience negative outcomes for trying new behaviors.

I get sympathy from others for using old behaviors.

Giving myself negative feedback.

## HELP FREE ME

Positive outcomes for trying new behaviors.

Others encourage me for using new behaviors.

Giving myself more positive feedback.

# CONSEQUENCES





# GET FEEDBACK

Get other perspectives on your behavior, be non-defensive, and ask for clarification to make sure you understand all of the feedback.





**THANK YOU**  
Have a Great Day