

***Exhausted, Confused
and Ticked Off -***

***Hope for a New Beginning
When Change Has
Done You In!***



Barbara Glanz, CSP





PART ONE:

General Discussion of CHANGE



***All Change
comes bearing gifts***



***Suffering And Change Are a Part Of Life.
We Spend Well Over 50% Of Our Lives Today
In Change. "Transition" Has Become The
Norm And "Stability" The Exception.***

~ James R. Zullo



Kinds of change:

- * Individual***
- * Organizational***
- * Societal***



PART TWO:

Understanding the CHANGE Process



***"The beginning of
wisdom is to call things
by their right name."***



- Chinese Proverb -



Four Stages of Learning



unconscious competence

conscious competence

conscious incompetence

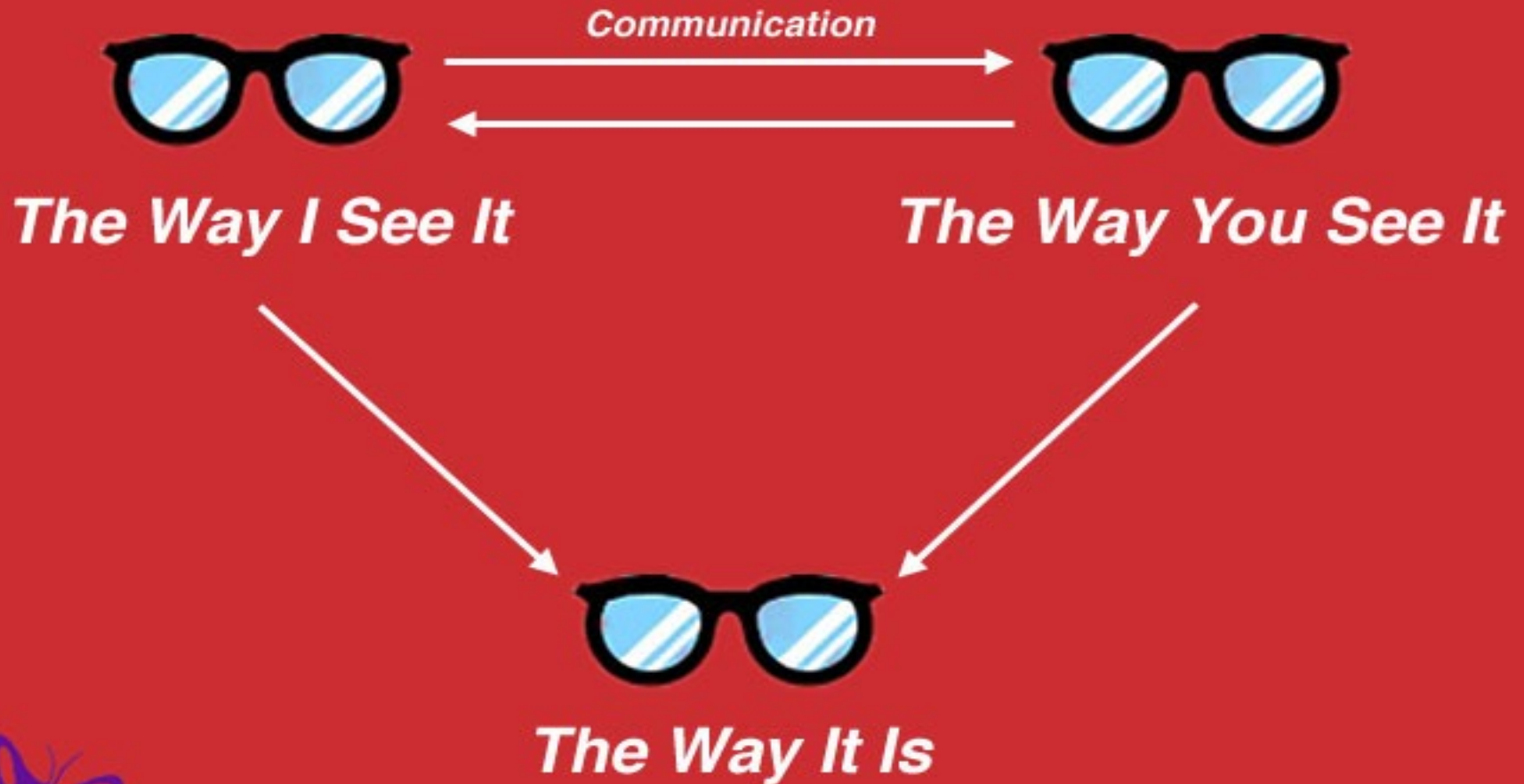
unconscious incompetence

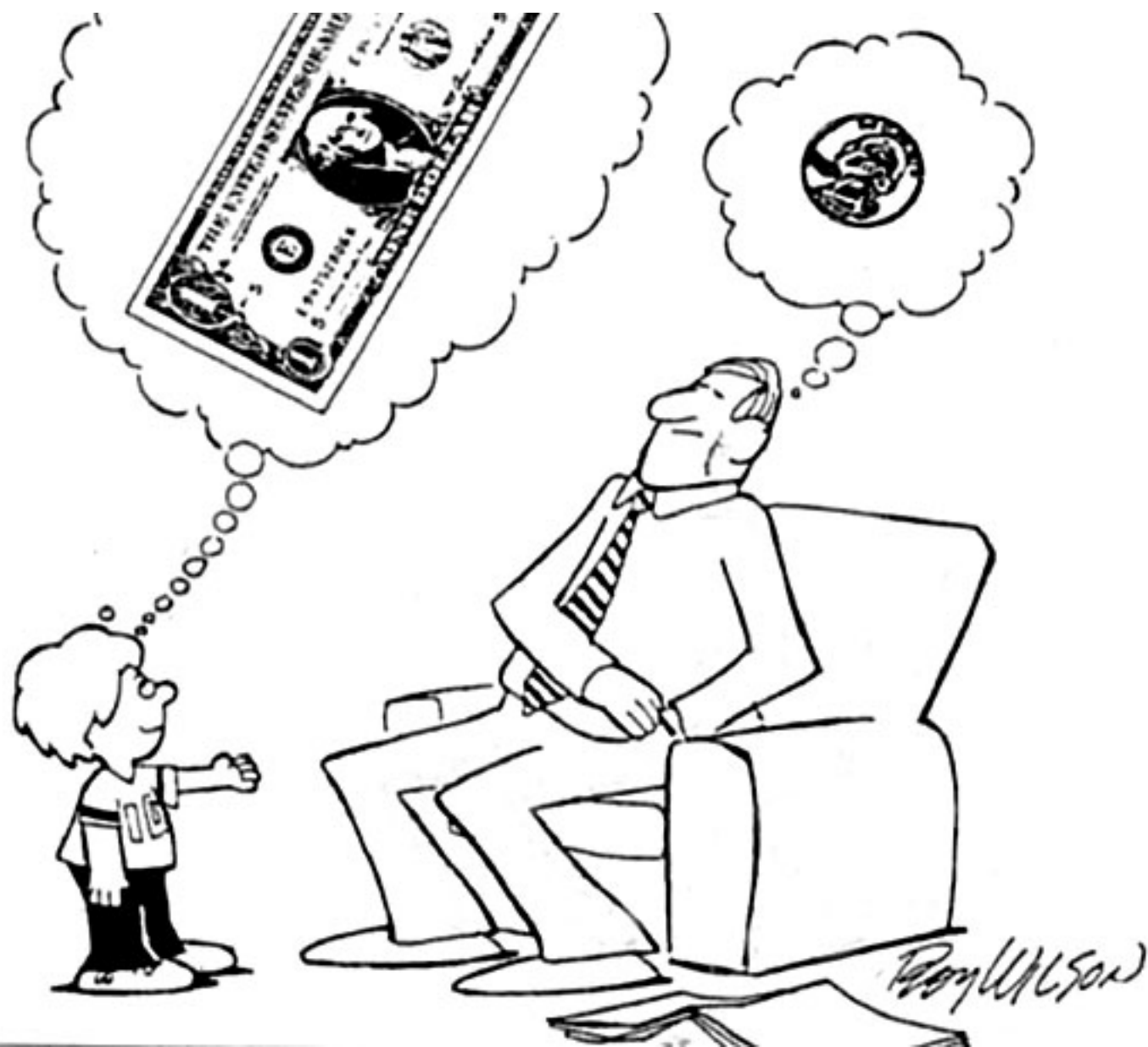
In Order For Us To Move From One Place To Another – To Step Outside The Lines Of Our Lives And Grow – We Must Embrace Change. For Us To Grow, We Must Look At Things In A New Light.

~ Robert Ismon Brown

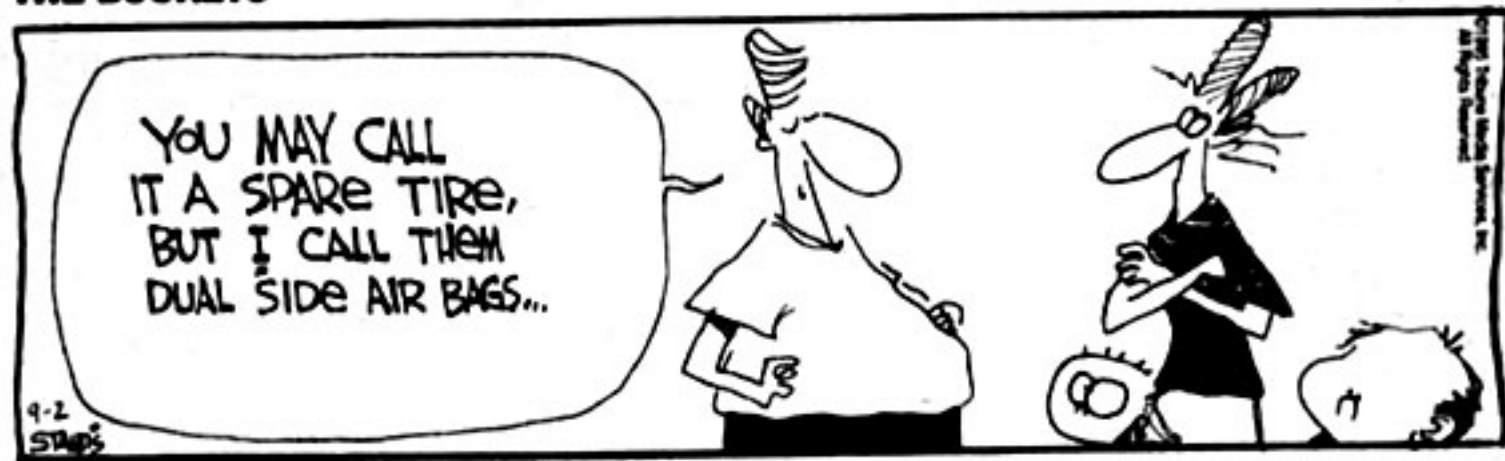


Way It Is Model



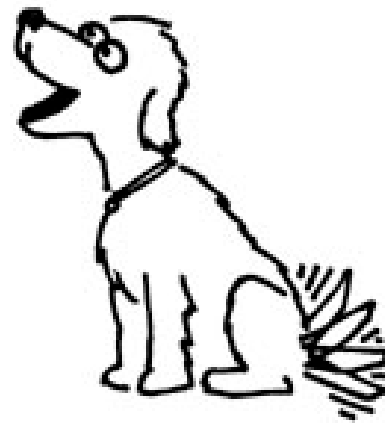
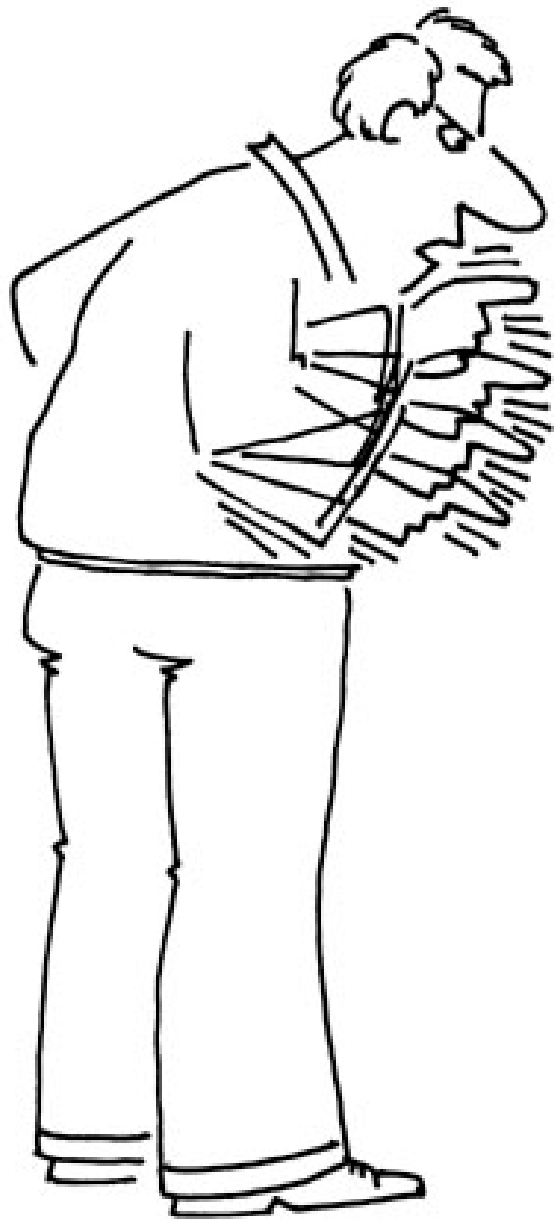


THE BUCKETS





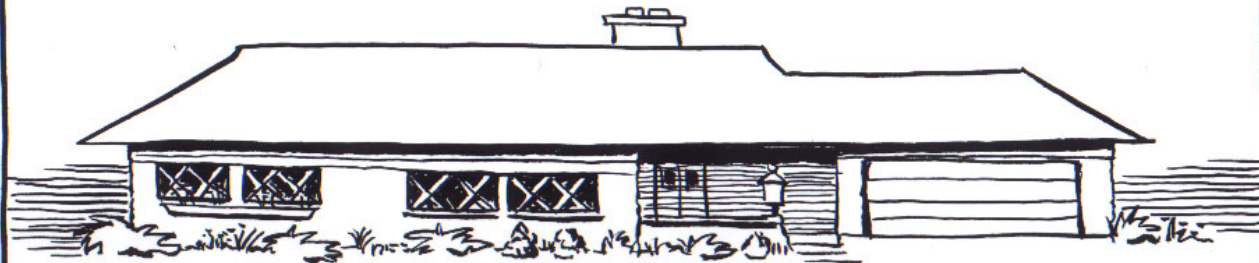
"Bad dog!"



THE GUY

THE WAY IT IS ~

YOUR HOUSE, AS SEEN BY...



YOURSELF



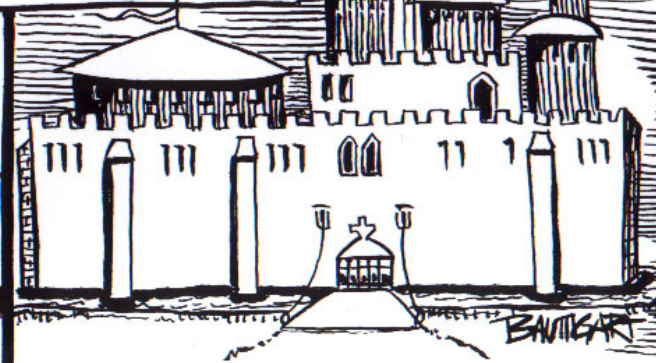
YOUR APPRAISER



YOUR LENDER



YOUR BUYER



YOUR TAX ASSESSOR

CHOICE

***We Choose Change Or It Chooses Us.
Change Can Be The Most Exciting Thing
That Happens, And It's The Only Way You'll
Grow As A Person.***

~ Unknown





EVERY INTERACTION



DISCOUNT	BUSINESS ONLY	HUMAN LEVEL CONNECTION
(-)	(0)	(+)

YOUR CHOICE





In Any Change

**Stuck in the Past
(-)**

**Survival Only
(0)**

**Acceptance
and Growth
(+)**

CHOICE

CHOICE

Human



Business

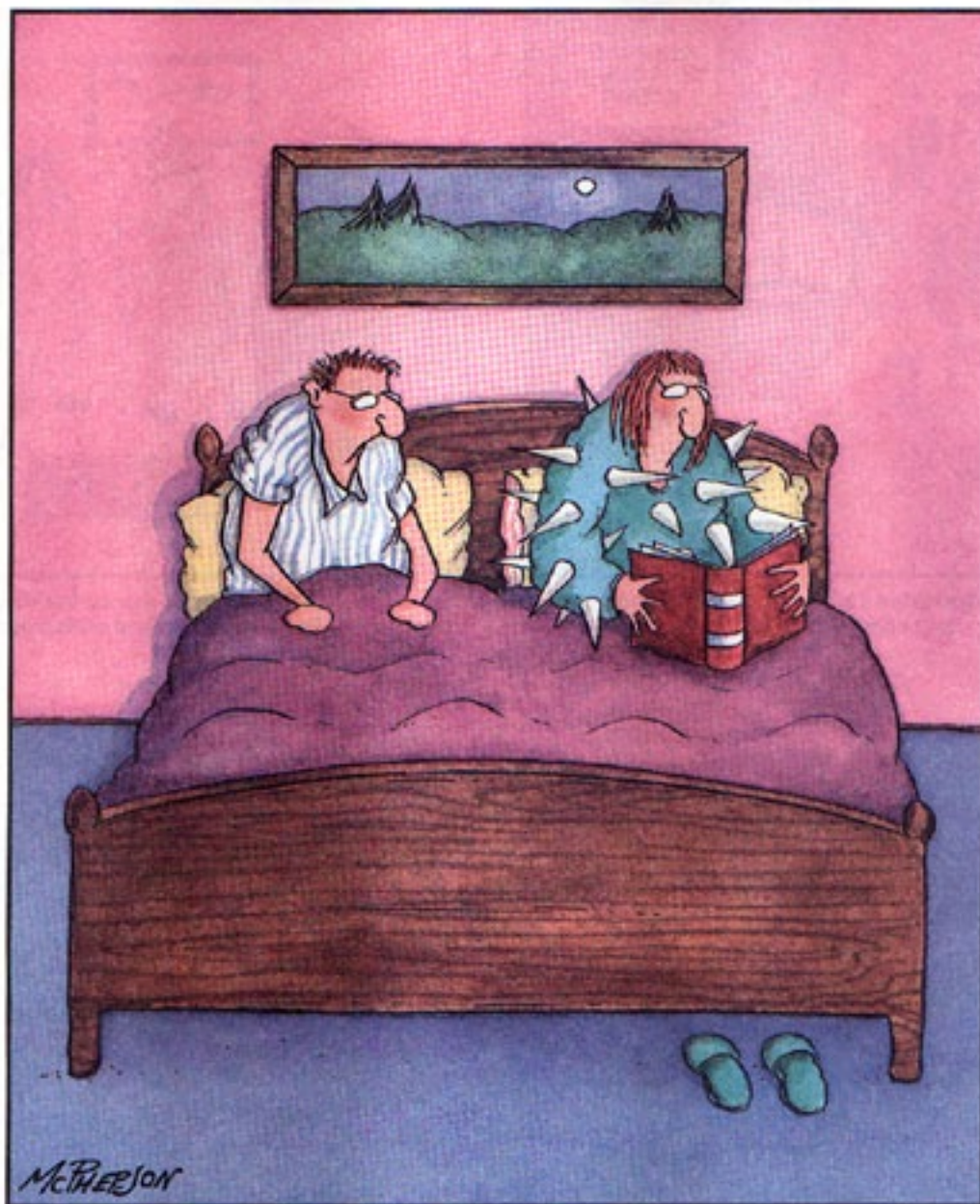
***Your Choice with
Every Interaction***



"Federal Bureau of Feelings, sir. It seems that last night you neglected to ask your wife how her day was. You have the right to remain silent."



"Great-looking tie!"



Helen tries out her new "Not-Tonight-Honey" nightgown.



"On the Internet, nobody knows you're a dog."





OH!
THAT WAS A
WONDERFUL REPORT,
BOB. A WONDERFUL,
WONDERFUL
REPORT.

THE VICE-PRESIDENT IN CHARGE OF
SINCERITY



***Knowledge does
NOT change
behavior!***

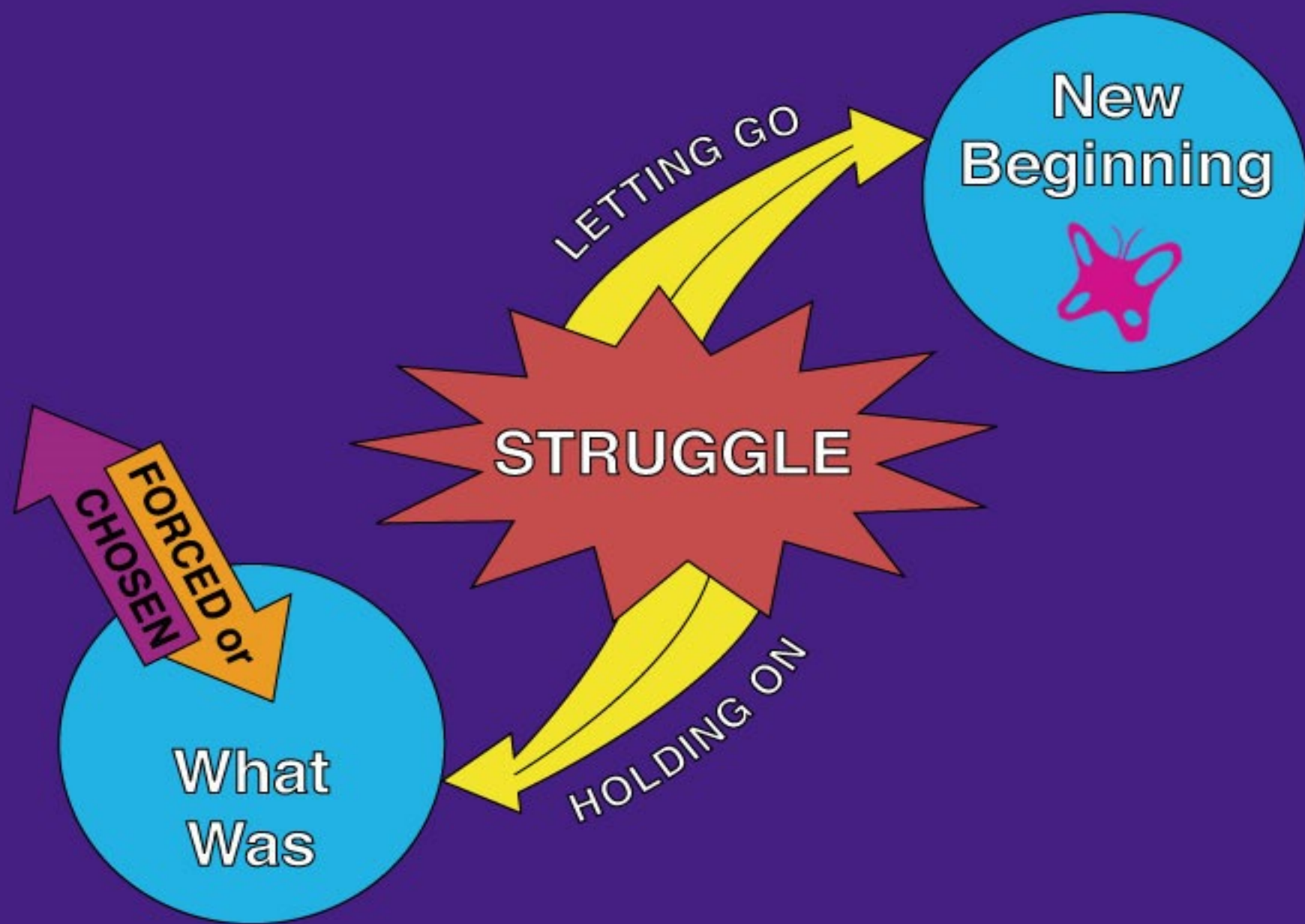




WHAT WAS -

***Name what
is ending***







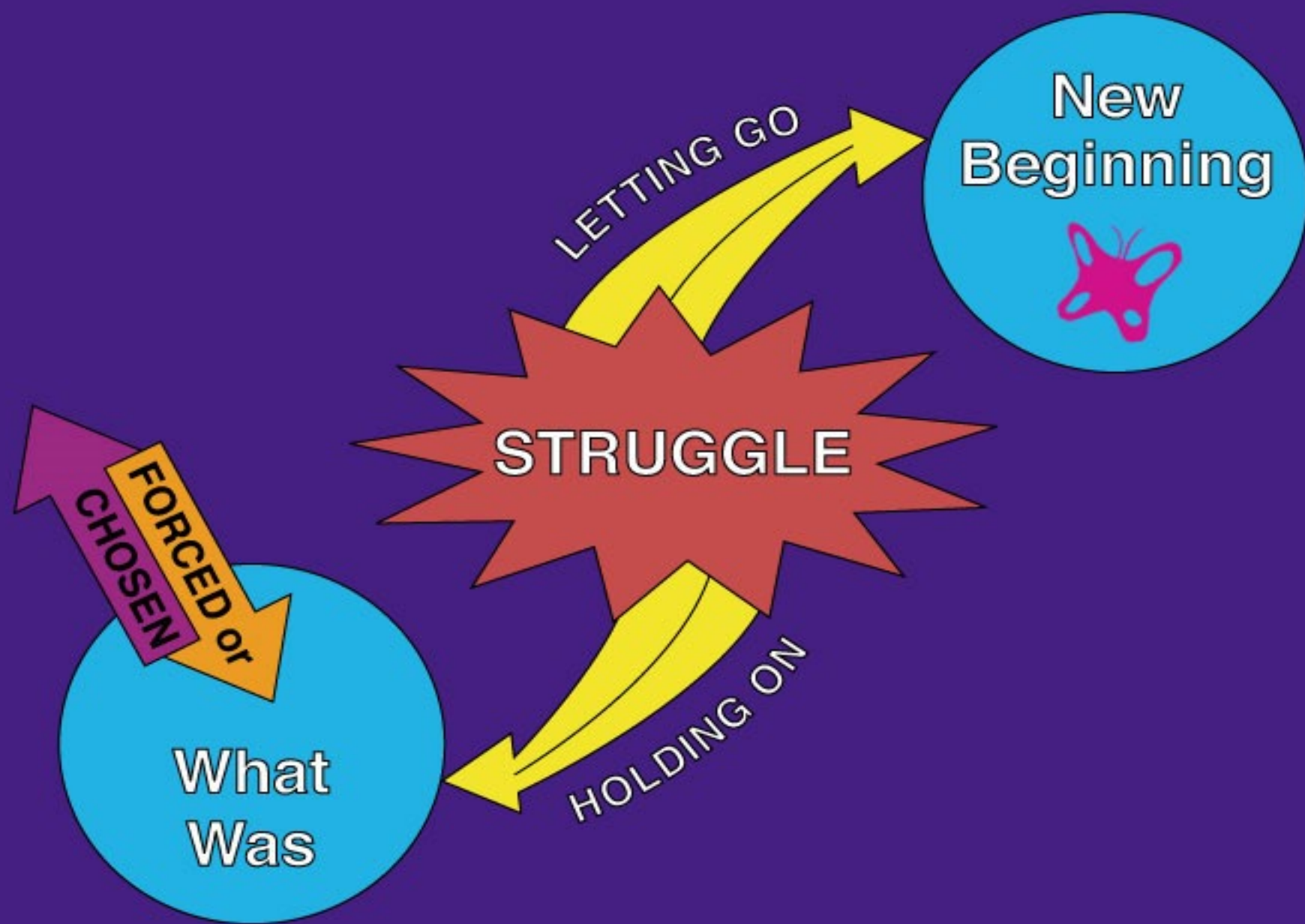
Forced Change -- Chosen Change

***Predictable
Change***

--

***Unexpected
Change***







STRUGGLE

***"There can be any number
of changes, but unless
there are transitions,
nothing will be different
when the dust clears."***

- William Bridges -





TRANSITION =

struggle

bridge

process

turning point

seasons

passages

stages





*It's not that people are afraid of change
or so in love with their old ways,
but it's the place in between that people fear.
It's like Linus
when his blanket is in the dryer.
He has nothing to hold on to.*



***Holding on
(getting stuck)***

VS.

Letting go





- ***Denial***



- ***Resistance***

- ***Confusion***

- ***Integration***

- ***Commitment***



***"Letting go leaves
space for more
to come."***

✧ Oprah Winfrey ✧





COPING SKILLS

***Do you have
a support system?***



THE EMOTIONAL BANK ACCOUNT

DEPOSITS	WITHDRAWALS	BALANCE
		





- ***RELEASE***
- ***REFRAME***
- ***REFOCUS***



© ***Kathy Dempsey***



Daily Coping Tools

Learn to live 5 minutes at a time.

Remember every day is a gift.

***Find someone you trust who has
had a similar experience***

Keep a “Blessings” journal.

Have some quiet time each day.



Give Your Self Permission For Self-Care

Be gentle to yourself.

Always be true to yourself.

Give yourself permission to have fun.

Watch and read things that bring YOU joy.

***Plan to be with people you love or
want to get to know better.***

Find an exercise you enjoy.



Focus On Others

Appreciate others.

Join a support group.

Have compassion for others.



Begin To See With New Eyes

Change or modify your expectations.

Reframe you beliefs.

Treasure the good memories.



Male Perspectives On Coping

***Separate areas of your life into
“water-tight compartments.”***

Maintain a strong work focus.

***Continue project that provide continuity
and complete projects that provide closure.***

Perform activities that give you comfort and peace.

Make logical assessments of the facts.



PART THREE:

***Framework to
Facilitate Behavior
Change in your
Organization***



Change styles:

- ✧ **STABILIZER** – Like the way it is.
Give them time; listen to their needs
- ✧ **HEDGER** – Analytical;
thinks it through
- ✧ **ENERGIZER** – Enthusiasm;
cheerleader for Change
- ✧ **DOMINATOR**—Results driven,
drive Change but “do it my way!”



***Small changes
have a big impact
on a big problem!***



***"All transitions begin with
an ending and, hopefully,
end in a new beginning."***



- James R. Zullo -



Finding The Gifts In A New Beginning

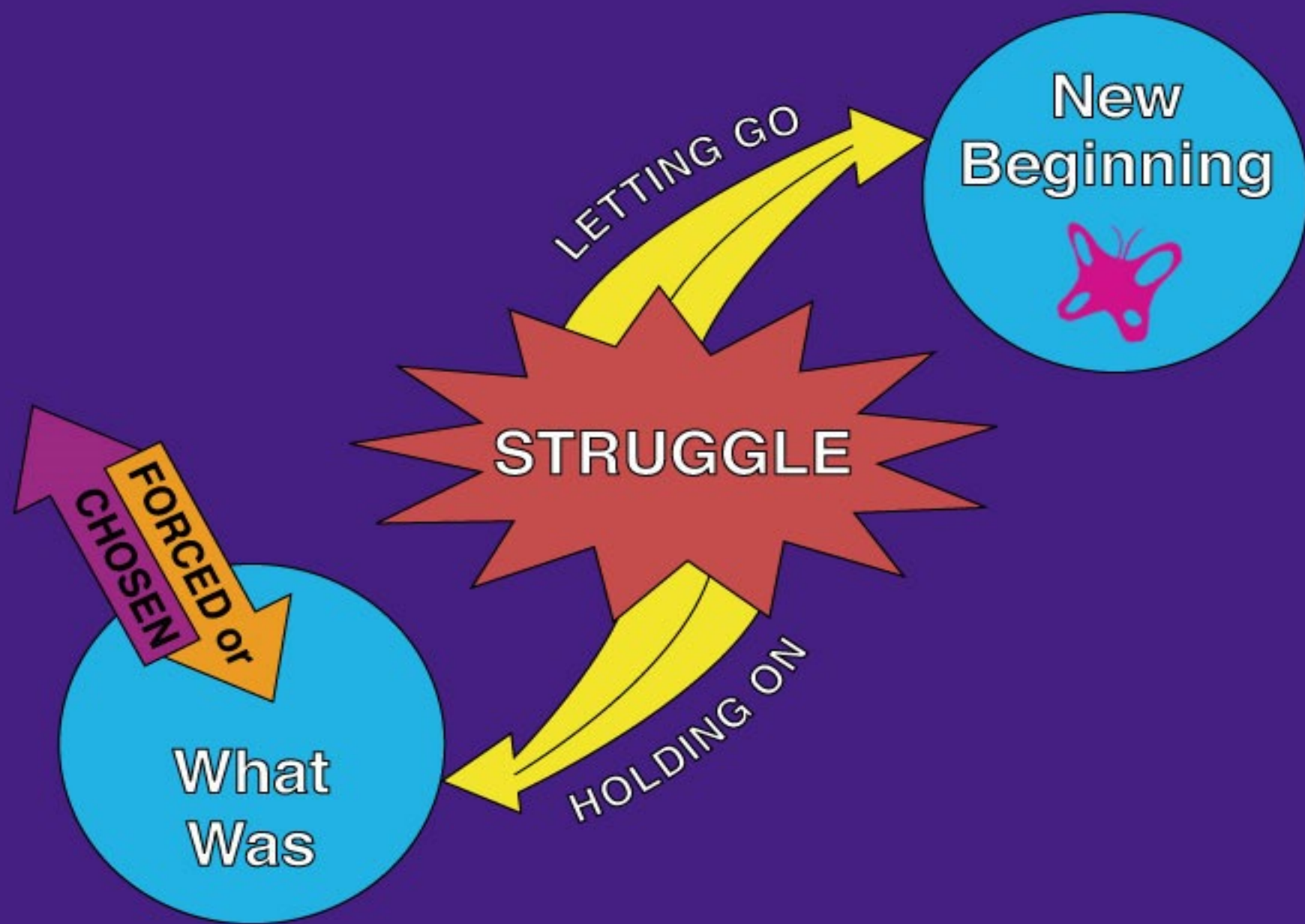
Redefined Priorities.

New And Deeper Relationships.

Depth Of Character.

More Joy And Fulfillment In Life.





Control Inventory



The Situation (Change):

<ul style="list-style-type: none">• What do I have control over?	<ul style="list-style-type: none">• What do I have no control over?
<ul style="list-style-type: none">• What has changed in my life?	<ul style="list-style-type: none">• What has not changed in my life?
<ul style="list-style-type: none">• What can I let go of?	<ul style="list-style-type: none">• What can I carry forward?

***All Change
comes bearing gifts***





***“Change dusts off our
dreams and explodes us
into new beginnings.”***



Joan Chittister

The most beautiful people we have known are those who have known defeat, known suffering, known struggle, known loss, and have found their way out of the depths. These persons have an appreciation, a sensitivity, and an understanding of life that fills them with compassion, gentleness, and a deep loving concern. Beautiful people do not just happen

~ Elizabeth Kubler Ross



***For more ideas and
information, go to:***



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This program is pre-approved



HRCI ORG-PROGRAM:
559407



SHRM Activity ID:
21-GP9AZ