

# Living With Change

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# Objectives

- Focus on your personal transition process
- Describe the three stages people go through when coping with change
- Practice personal accountability during times of change
- Apply techniques to help you cope with the stress of change

# ■ Change and You

What are the changes you are currently experiencing?

# Change vs. Transition

## *Change is...*

- The external event or situation that happens to us

## *Transition is...*

- The process that we go through in order to adjust to changes in our lives.

**Put your focus on transition, not change!**



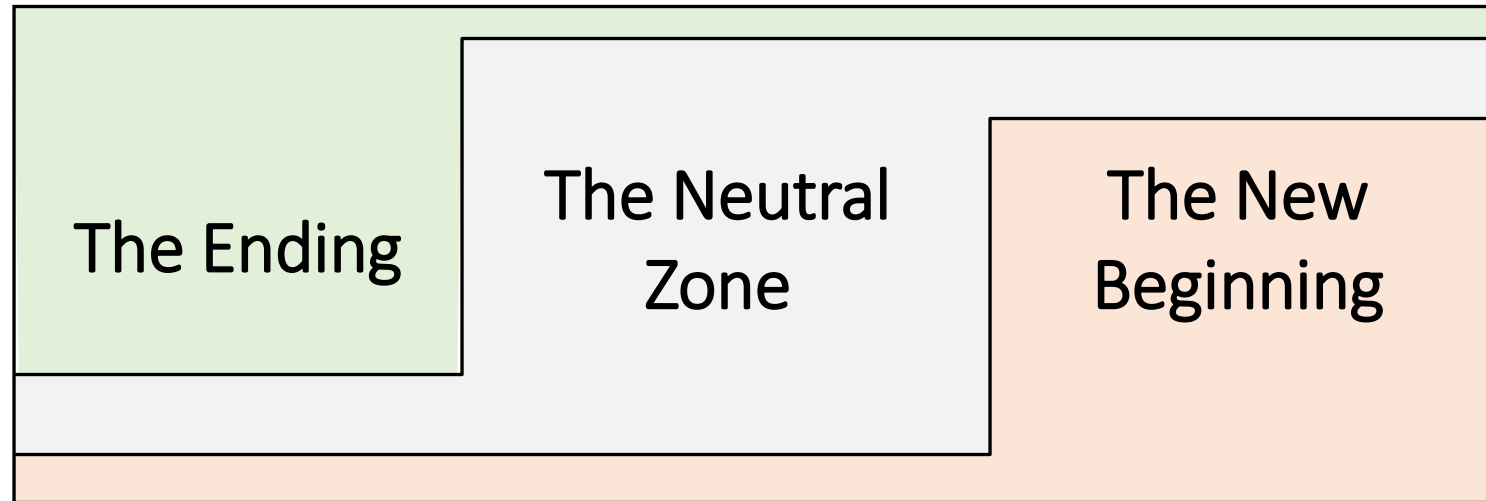
# Examples

- Getting a new boss
- Losing a job
- Getting married

***Discussion Activity: For each of the above, list examples of transition steps the person needs to take.***

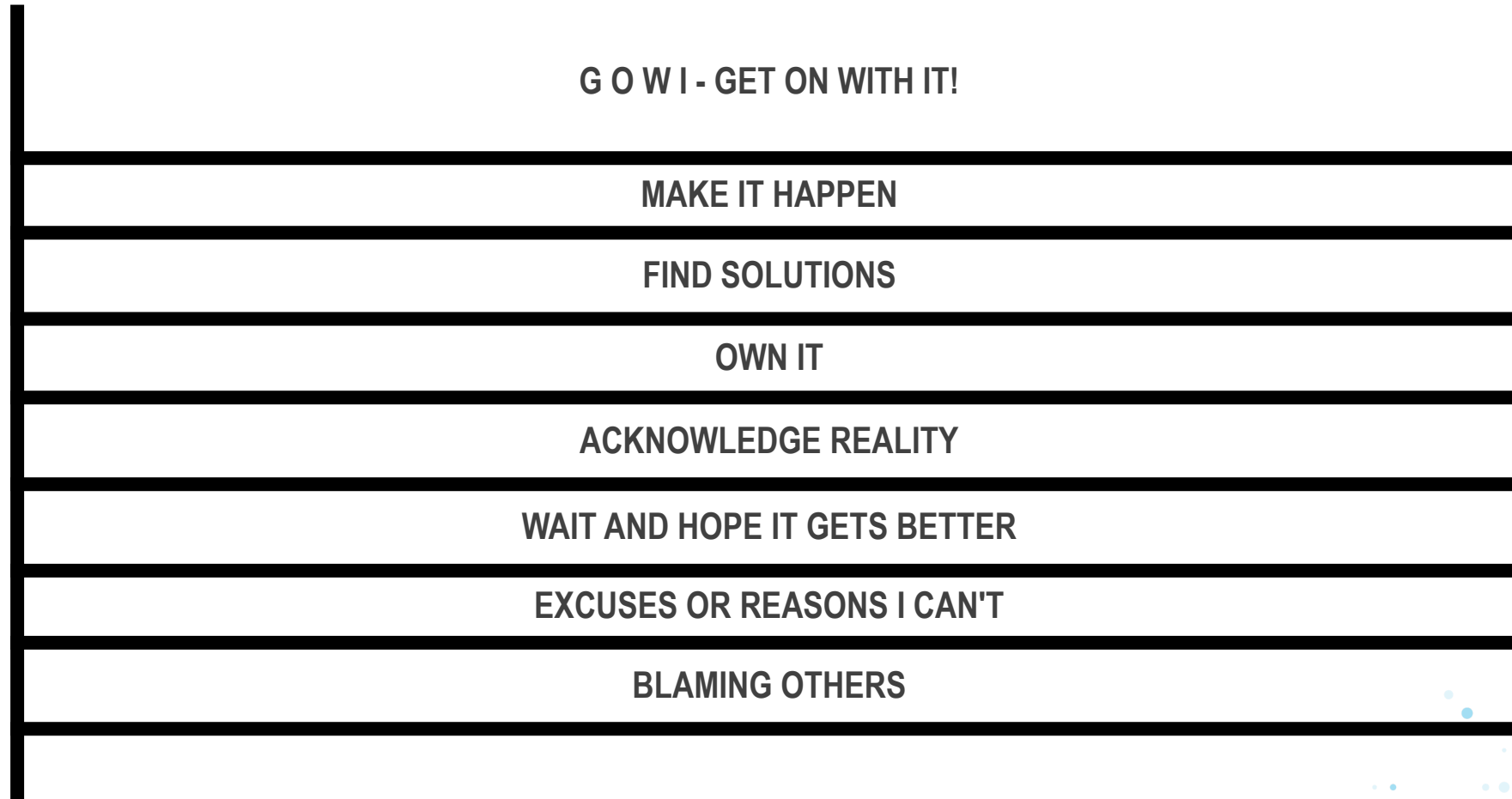


# The Transition Process

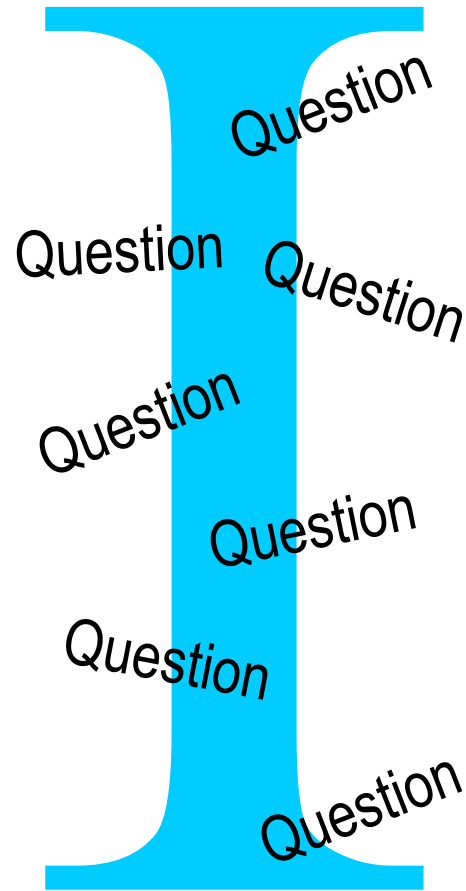


# The Accountability Ladder

To cope with change, climb the ladder. Try to be near the top. Don't waste time below the blue line.

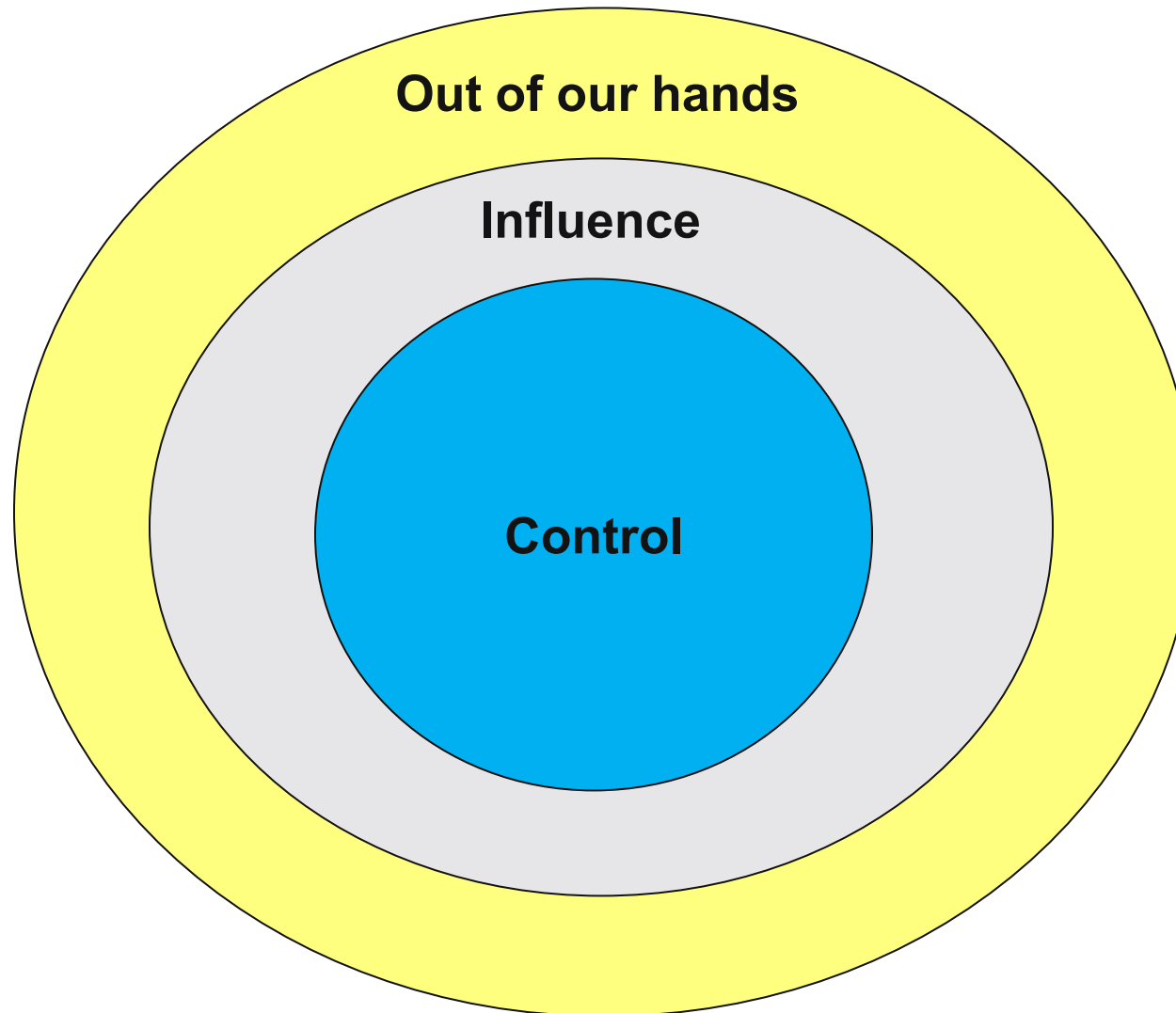


# ■ The Question Behind the Question





# Circle of Control – Where Should You Focus?



# Activity: The Question Behind the Question

- “I wish I had enough time to get all of this work done!”
- “I wish someone would do something about all the tension around here!”
- “I wish people around here would communicate better.”
- “There is not enough time. I’ll never get all of this work done.”
- “I work so much harder than she does, but they always give her the credit!”
- “If she had read the memo I sent her last week, she’d already know the answer to that dumb question!”

# Reasons People Resist Change

- Preference for familiar
- Fear of the unknown: Risk
- All-or-Nothing Thinking
- Rigid models of self
- Lack of initiative and passivity



# Common Reactions

- Physical
- Emotional
- Cognitive
- Behavioral



# Stress Coping Techniques

- Deep breathing
- Visualization
- Physical exercise



# Summary

- Focus on your transition process, not on the change itself
- Acknowledge what's happening – don't pretend there are no losses
- Take accountability instead of blaming others or making excuses
- Plan for physical, emotional, cognitive and behavioral reactions
- You can get more help through your Employee Assistance Program

# Thank You for Attending

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