Managing Constant Change

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In the spirit of going green…

This presentation will be uploaded on the EASE website.
OBJECTIVES

• Increase awareness about the change process.
• Broaden our coping strategies for dealing effectively with change.
• Be better equipped to handle change in the future.
Change & Change Again

• Pick a partner
• Face & look at each other
• Then stand back to back
Discussion
The Stages of Change

1. **Shock**
   Numbness, immobilisation. Mismatch between expectation and reality.

2. **Disbelief**
   Denial/minimisation of the change or event. Carries on as before.

3. **Self Doubt**
   Reality bites - bringing uncertainty, frustration, anger and depression.

4. **Acceptance**
   Letting go of old attitudes and behaviours.

5. **Experimentation**
   Dealing with new reality. Energy as new attitudes and behaviours are tested.

6. **Search for Meaning**
   The new situation becomes real. Questioning: what has happened and why?

7. **Integration**
   Internalisation and incorporation of new attitudes and behaviours into everyday life.
Where Does Overload Come From?

- Job changes
- Time pressures
- Relationship problems
- Financial worries
- Developmental changes
- Illness/Accident
Signs of Change Overload

- EMOTIONAL
- PHYSICAL
- BEHAVIORAL
Perception
Individual Perception

• Thoughts
  – How you interpret and perceive events
  – Focus on how the other ought to be
  – Negative self-talk
Change perception

• To change your perception of an experience does not mean you deny its occurrence.

• When you change your perception, you change your perspective -"see" something from a different vantage point, through different eyes.
Coping with Change

1. Develop a support system.
2. Ask for help
3. Talk yourself through challenges.
4. Maintain a sense of humor.
5. Exercise.
Relaxation Exercise

- Deep Breathing
- Progressive Muscle Relaxation
- Guided Imagery
- Autogenic Relaxation
Conclusion

“It is not the strongest of the species that survives, nor the most intelligent…it is the one that is most adaptable to change.”

Charles Darwin, 1860’s