

A NEW MODEL FOR CHANGE

Stage 1: See And Accept

What situation have you found yourself in at work, or life that you did not ask for or suspect was about to happen? Change often comes when we least expect it. The best choice is to see and accept the situation.

Stage 2: Slow Down

Once we see and accept that change is happening, slow down and consider the options. Take a deep breath and evaluate the information and facts before choosing your action. Insure past beliefs do not sabotage future opportunities. Learn from the past, do not live in the past. Often there is no perfect outcome, only a best outcome. Consider this before making the choice.

Stage 3: Choose

This stage requires you to make the choice that supports what matters most. Know why you will proceed with the choice you make then move forward toward the new thing in front of you. Remember that going back is non-negotiable.

Stage 4: Re-Adjust

In your situation, rally the team and resources around you to be successful in your transition. Look for the possibilities and stay committed to the choice.

Stage 5: Focus

When you transition through change, the most difficult stage is to stay focused on the best possible outcome. It is inevitable in transition to experience both pros and cons. Focus on what is most important to eliminate the temptation to give up.

Stage 6: Move Forward

Be courageous and move forward. Embrace the change to transition smoothly to the final stage.

Stage 7: Gratitude

Without change new things would be impossible. Gratitude keeps our focus on what we have. Unimagined possibilities happen when **change is embraced**.

SELF EVALUATION

When I am at work, I...

Always

Sometimes

Rarely

1. Am proactive about keeping pace with change.

2. Share my ideas about change with others in a positive way to make the transition easier.

3. See myself as a change agent for my team.

4. Focus on the positive aspects instead of complaining.

5. Recognize that change often brings problems, and I am willing to help solve them.

6. See change as bringing growth opportunities for myself and my organization.

7. Understand how my job fits into the overall "big picture" of change.

8. Am comfortable expressing my fears and concerns to those who can answer my questions and impact change.

9. Keep up with trends that will affect my future as well as the future of our organization.

10. Take the time to update my skills and stay current.

Scoring: Add your points for each item

5 points = Always _____ (number of responses) X 5 = _____

3 points = Sometimes _____ (number of responses) X 3 = _____

1 point = Rarely _____ (number of responses) X 1 = _____

YOUR TOTAL POINTS: _____

(After implementing some of the strategies and adopting the New model for Change; take the self evaluation again and see if your score improves)

YOUR ACTION PLAN

How can you best use the force of change to provide yourself with a burst of energy to accept and embrace it rather than resist it?

One area in which you have been resistant to change in your work/life is:

One way you can change your attitude about this from negative to positive is:

If you deal with this change positively, you could experience these benefits:

What are some changes or ideas you would like to see implemented at your organization?

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What steps could you take to share these ideas with someone who is in a position to listen, support, and help implement them if appropriate?

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