



**Steps
To
Surviving & Thriving
During Times
of
Great Change**

**Presenter
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Surviving & Thriving During Times Of Great Change

- Recognize that things DO change – both the good and the bad.
 - Stay focused on identifying what you are most afraid of losing and why.
 - Accept the loss factor. Even good change brings loss.
 - Come to peace with the fact that some things are outside your control.
(Remember, change the things you can, accept the things you cannot change, and have the wisdom to know the difference.)
 - Ask yourself, "Will this change affect me 10, 20, or 30 years from now?"
 - Decide what information you need, and seek valid information.
 - Take both mental and physical action.
 - Recognize the danger zone. (Do I give in to fear and doubt associated with this change or do I move on?)
 - Use your emotional energy wisely. Blaming, complaining, criticizing, or condemning others drains energy.
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- Tune up your self-confidence. Inventory your wins / successes.
(Start a victory file or wall.)
 - Create a list of things you value and appreciate about your work.
 - Recognize the change benefits. All change has them.
 - Uncover your reasons for staying and then plan your next move.
 - Ignite your passion. Focus on YOUR priorities, and what is most important to you?
 - Keep an eye on the big picture.
 - Establish a clear and concise understanding of your job.
 - Associate your tasks and job to the overall organization goals and promote the benefits you provide.
 - Get your goals and performance measurement statistics up to date.
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- Play beyond your position. If there are department stats that measure your performance, strive to exceed them.
 - Know your business -- learn everything you can about your organization and the industry.
 - Look for ways to be of value. Seek out special projects that will energize you and get you noticed.
 - Be flexible -- there may be several “right” ways.
 - Be a problem solver -- don't be afraid to discuss issues and concerns.
 - Reconnect and learn from your network.
 - Stay involved. Instead of thinking revenge or withdrawing, think “excellence and success.”
 - Uncover the places where you and your organization and boss are aligned and discuss the issues you have in common.
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- Maximize your productivity. Instead of worrying, spend time looking at options and alternative plans.
 - Work when you're at work. Show yourself and your colleagues that you're an asset to the organization.
 - Incorporate humor and laughter into your day. If you can laugh, you can survive tough changes.
 - Take responsibility for stress reduction. Stress accompanies any good or bad change.
 - If you are not happy with the change or direction, seek out alternatives inside and outside the organization.
 - Be job search ready. Keep resume, Facebook, Monster and LinkedIn profiles up to date.
 - Take time to enjoy your life. It will refresh, renew and recreate you.
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“Everything can be taken from a person but one thing; the last of the human freedoms -- to choose one’s attitude in any given set of circumstances, to choose one’s own way.”

***~ Victor Frankel, Auschwitz Prisoner
Author Man’s Search for Meaning***