Coping with Change

Change is constant. Change is personal.

It is personal because we all lead unique lives. What is happening in your life will be different from your colleagues’. How you react to one change will be different from how you react to another because:

Each change affects you in different ways

Your reaction is dependent on the many other factors happening in your life at that time

This article is an excerpt from an eguide, it provides you with techniques that are designed to help you develop your resilience during times of change. To obtain your free copy, see details at the end of the article.

Change will be happening at home, at work, or both. Resilience is important as it helps you face challenges and cope with on-going difficulties. It is reassuring that resilience is a way of thinking and behaving that anyone can develop.

In Control?

When a change is outside of our control, we focus on our loss and our reaction tends to be more extreme than it would be if we are able to influence or manage the change. Our reaction to change is like a spring and it has 3 stages:

**In control:** when you are in control the world is bright, it is easier to remain positive. You are like a fully coiled spring, full of energy and bounce – you are able to flex and respond to what is happening around you in a positive and constructive manner.

**Losing Control:** when you feel threatened and start to lose control the coil starts to unravel and negative thoughts take over. There is less energy and ability to flex – you are less able to adapt and respond to what is happening around you.

**Out of control (depression):** the spring is no more, you have lost control. It is now a taught, fully stretched tube of metal – you are in paralysis mode, you are unable think rationally and movement is difficult.

The trick is to identify when the spring is starting to unravel. Believe me, it can unravel very quickly and it is important to identify your warning signals so that you can quickly regain control.

Take some time now to answer the following:

1. What are the early warning signs that your spring is beginning to unravel?
2. What is it that immediately lifts your mood, makes you feel good about yourself and the world around you? It may be music, a picture/photograph, it could be a quote, some feedback you have received, a memory, an object.....
3. Capture these thoughts and ideas so that they are to hand for you when you need them, when your spring starts to unravel

**Who controls you?**

When you are angry, who is controlling your emotions?

*Take a minute to think through the last time you were angry. Think through the events that led up to you becoming angry.*

Your immediate response may be that you have named someone else. Someone was doing something that made you angry. It was their fault that you lost your temper.

*Now consider the statement - anger is self generated. Is this true or false?*

The reality is that you have a choice. It is your choice to decide how you will react to any situation. You can choose to be happy, sad, angry, excited, cynical, convinced…….. Your choice will be based on your personal values and beliefs, your previous experience, your mood at the time and other factors happening around you. You can choose to ignore or react. You can choose to react positively or negatively.

Once you can accept that the choice is yours and yours alone, then you have taken a major step to increasing your own resilience.

So the next time you find yourself pointing your finger at others and blaming someone else, think about the 3 fingers pointing back at you.

And ask yourself “What can I do about it?” Choose to take control of your own reactions and focus on what you **can** do. Focus on solutions not problems. Notice the difference in your energy levels as a result.

To obtain your free eguide, *Improving Personal Resilience - a self support guide,* contact Fiona, using the email address below

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Join Fiona at our July meeting: The Power of Attraction - harnessing the value of your brand, Monday 8th July at Millennium Point.  [http://www.cipd.co.uk/branch/birmingham/events](http://www.cipd.co.uk/branch/birmingham/events)

Fiona Anderson, **valuingYOU**
fiona.anderson@valuingyou.co.uk
[www.valuingyou.co.uk](http://www.valuingyou.co.uk)
☎️ 0783 4209240

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