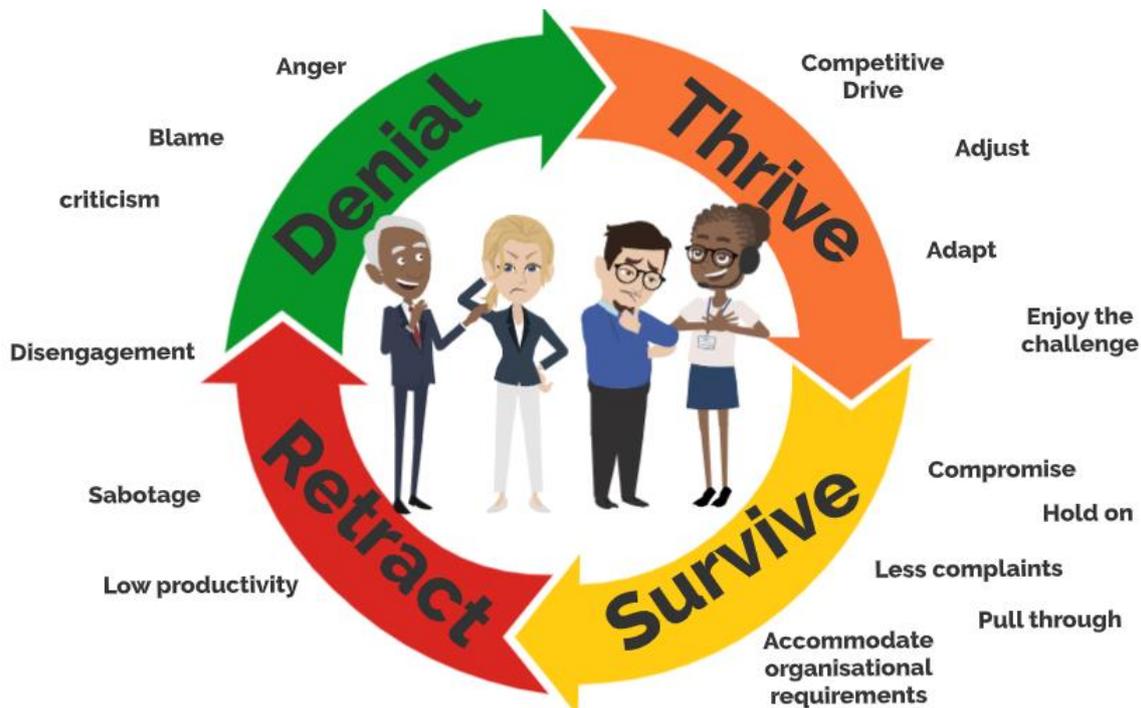


Setting Yourself Up for Success

Managing Change | Individual Focus

People respond to change in all different ways. The historical concepts of change management do not work in today's context; change is too frequent, too significant. Forbes (2019) said, even prior to the Global Pandemic, that **'change is changing'**. We instead, need to build and support resilience, agility, and fortitude in our people, proactively. A lot of change management approaches have relied on responding to *reaction* to change; we identify, plan, educate, design a change program which we invite people to follow. However, these programs have become irrelevant in the face to today's rapid and ongoing change environment. People, as groups and individuals, do not accommodate a neat linear change process of achievement of first stage one, then stage two... etc. Today, **we need a more complex approach to change, that acknowledges human nature, that individual adaption and coping plays a significant role in success.**

Understanding Yourself and Your Default Responses



How receptive are you to change? Where do you attribute change to and how do you perceive it? When things are not going well, are you able to think about what you can influence, or is it someone else's role? Personality, past experiences, mentality, and perspective shape your responses to change. **We can become comfortable in a certain state, or reverting to what is 'status quo' or become complacent.** Often without realising it.

[Modern neuroscience shows us that personality is changeable](#), it is "plastic"; new things are learnable and we are coachable. This means our reactions and ability to build openness to change is also. Understanding your foundational attributes and past reactions can help you to prepare for the future and learn to respond more effectively.

Our reactions can be negative, but our ability to learn and change within ourselves means there is also the possibility of surviving and thriving. Some tips to build this are below.

Creating Significance

How comfortable you are with being your authentic self can be considered as a part of our ability to be resilient. Being less authentic can lead to compromised resilience and ability to cope. Having a sense of significance helps us cope under pressure, times of uncertainty and change, because we have an underlying important driver.



PURPOSE (the need to do)

Envisioning a better future and a clearer sense of purpose, what achievement (for you) looks like.

SIGNIFICANCE (the need to make sense)

Making your life meaningful to you.

OPTIMAL SELF (Living consciously, and authentically)

Understanding what is going on for you helps you to be more empathetic to both yourself and others. This brings increases capacity to cope and respond to change.

Proactive Strategies | Build effective coping mechanisms

Thinking | Thoughts are not facts, perception is not reality.

- Challenge your mind and your own thinking (brains have software errors too!)
- Employ gratitude practices – appreciating something.
- Perspective thinking, actively choosing where to focus your energies.
- Healthy thinking skills – TWIG, cognitive switches, what is or is not in your control?
[Click here for more on Resilience Strategies](#)

Exploring | Getting to know yourself, pre-empting reactivity.

- Do you understand your “default settings”? Do they help you or hinder you?
- You can seek coaching to help understand your natural or historical reactions. to change, stress, and a proactive response to building effective responses.
- Begin as you mean to carry on; what are *helpful* routines and practices?

Planning | Change takes commitment and time, learn from the past.

- What are your goals for the year? (This will help with the ‘TWIG’ technique)
- How can you realistically achieve them, and what resources and support do you need? Where and how will you access them?
- What can you bring into your life to help create significance?
- What do you want to do differently from last year? What does that look like?