

Handling Change in a Positive Way!

It has been said that the only constant is change. So why do we struggle so with change?

Following are some points to remember when it comes to change.

- ⇒ Change is inevitable. We must deal with it, as we cannot fight it or avoid it.
- ⇒ Stress is often our reaction to imposed change - remember, stress is NOT what happens, but our reaction to it. Be aware of stress responses, and manage them effectively.
- ⇒ We cannot hold on to "the way things have always been done", just because they are comfortable. Invest your energy in learning the new rather than railing against the inescapable.
- ⇒ Evaluate what impact the change has on your specific job functions, and decide which aspects of your work need to change to accommodate the new order. Eliminate those busywork activities that do not contribute to the success of the organization.
- ⇒ Acknowledge that your workplace must change to keep place with a constantly changing marketplace. If it does not, it will decline - the second law of thermodynamics (*Energy spontaneously tends to flow only from being concentrated in one place to becoming diffused or dispersed and spread out*) Not changing will itself lead to change, one that is out of even the organizations' control.
- ⇒ Rather than focusing on the lack of control (this change is being done to you) find a way to make it your own (done by you). Choose to change, be involved with it, and beat the negative impact of powerlessness.
- ⇒ Recognize what is changing, and what is not. Hold on to the safe anchors of familiarity in the sea of change.
- ⇒ Pick battles that are big enough to matter (don't sweat the small stuff) and small enough to win (don't go tilting at windmills.) Expend your energy on the possible, and you can accomplish much!

