

Employee Assistance Program

Capitalizing on Change

Very few people are fond of change. They would prefer that things pretty much stay the way that they are. Why do people resist change? There can be a variety of reasons, but Inc.com contributor Daniella Whyte noted that “fatigue can be a killjoy for change. If an organization has been through a lot of upheaval, people may resist change simply because they’re tired. And when people are tired, they tend to be cranky, angry, and irritable.”

Does this sound familiar? From the time we are small children until we reach adulthood, we get used to our daily routines and generally don’t like them disrupted – at home or at work. Change can be even more frustrating or disconcerting if you’re not in the best shape, mentally or physically. Often we place a lot of focus on coping with change, but perhaps there’s a way to capitalize on it and actually see its benefits if we give more of our attention to getting and staying on the path of total well-being. Here are some strategies to get you started in that direction:

- **Accept the change as a reality.** “Acceptance is the opposite of rejection or resistance. Acceptance keeps your mind calm and positive,” wrote Brian Tracy in an article for the American Management Association. “The minute you accept that a change has occurred, and that you shouldn’t cry over spilt milk, you become more capable of dealing with the change and turning it to your advantage.”
- **Share it with others.** “Change is a social activity,” Former Vanderbilt University Professor Dr. Martha A. Nord (1942-2015), observed in an article she wrote for the Association of Professional Communications Consultants. “It happens when people collaborate, communicate, and support each other...The best responses to change come when people work together to find answers and share responsibility.”
- **Think of change as progress.** When faced with change, executive coach Rita Balian Allen, suggested to Huff Post readers that the healthiest approach is “throw yourself into the change, keep an open mind, try new things, test different approaches, think about the impact on all, ask for and be open to feedback, teach others your learnings, and tell all.”

As is the case with so many life experiences, your response to change is up to you. You can view it as an impediment to reaching your goals or an asset upon which you can capitalize. Check with your EAP to get help in locating additional resources for managing change.



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