Managing yourself through the ups and downs of change
with Heather Brierley Staunton

Welcome
Manage the Change – The Ups and the Downs

- Shock
- Denial
- Resistant
- Exploration
- Commitment

Individuals Happiness, Performance, and Motivation

Time

Manage the Change – The Ups and the Downs

- Shock
- Disengagement
- Exploration
- Commitment

Individuals Happiness, Performance, and Motivation

Time
Shock
Denial
Resistant
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Commitment

Individuals Happiness, Performance And Motivation

Time

• What do you feel like?
• What are you saying?
• What are you doing?
• What do you need to do to move on?
• How do you need to think to move on?
Our worst enemy....
Be aware of....

- **Awfulising** – ‘I didn’t do that properly ... I am going to get the sack!!!’
- **Over-generalising** – ‘Everything will be different, nothing will be the same’
- **Must, Must, Must** – ‘I should, I must, I ought’
- **Mind reading** – ‘I know what you’re thinking about me, you hate the work, you hate me!’
- **Underestimating ourselves** – ‘I can’t do that!’
- **Focusing on how we feel** – ‘I felt so nervous in that presentation, it must have been rubbish’
- **Forgetting to solve the problem** – ‘That communication piece was a complete disaster, they didn’t understand the main point at all and now everyone is panicking!’
- **Re-inforcing our misery** – ‘I can’t do this ... and so I am going to listen to this music which makes me feel so sad!!’
How to manage them...

- Have a different conversation – one that helps, not hinders!
- Focus on practical solutions
- Get some perspective and a reality check from someone
- Remind yourself how you have dealt successfully with similar situations in the past
- Remind yourself of your strengths and abilities
- Focus on what you can do and influence instead of what you cannot
- Ask for help
• Where am I now?
• What can I do to help me now?
• How will I do this?
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