

Mastering the Stress of Change in Your Life

North Bay ASTD

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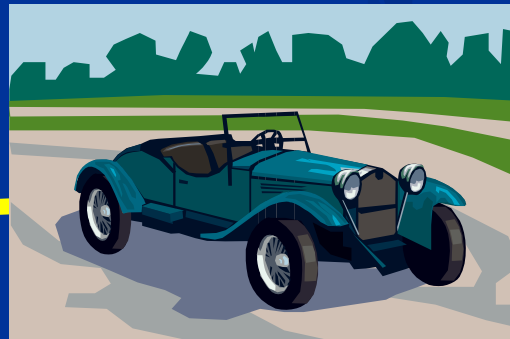
Unprecedented pace of change—Faster Forward

- Age of Chaos
- Age of Uncertainty
- Age of Fragmentation
- Age of Non Stop

In 20 years we will experience the rate of change equal to the whole 20th century.

In just one long lifetime, a hundred years or so, we've gone from the speed of the horse to space travel.

--Dee Hock
"Transportation by Design",
What Is Enlightenment?, Fall/Winter 2002



We are now living in [a] period of significant transition—a fore-shortened span of time, during which our surroundings and experiences will change more than during any era in history. Humanity has never lived through the convergence—and, in some cases, the collision—of global forces of such magnitude and diversity...One foreseeable outcome might be global instability; another, a planetary renaissance. In any case, during the next two decades, almost every aspect of life will be fundamentally reshaped.”

--The Arlington Institute

Change and Transition

Change...

- *situational*
- *external*
- *something stops or starts happening*

Transition...

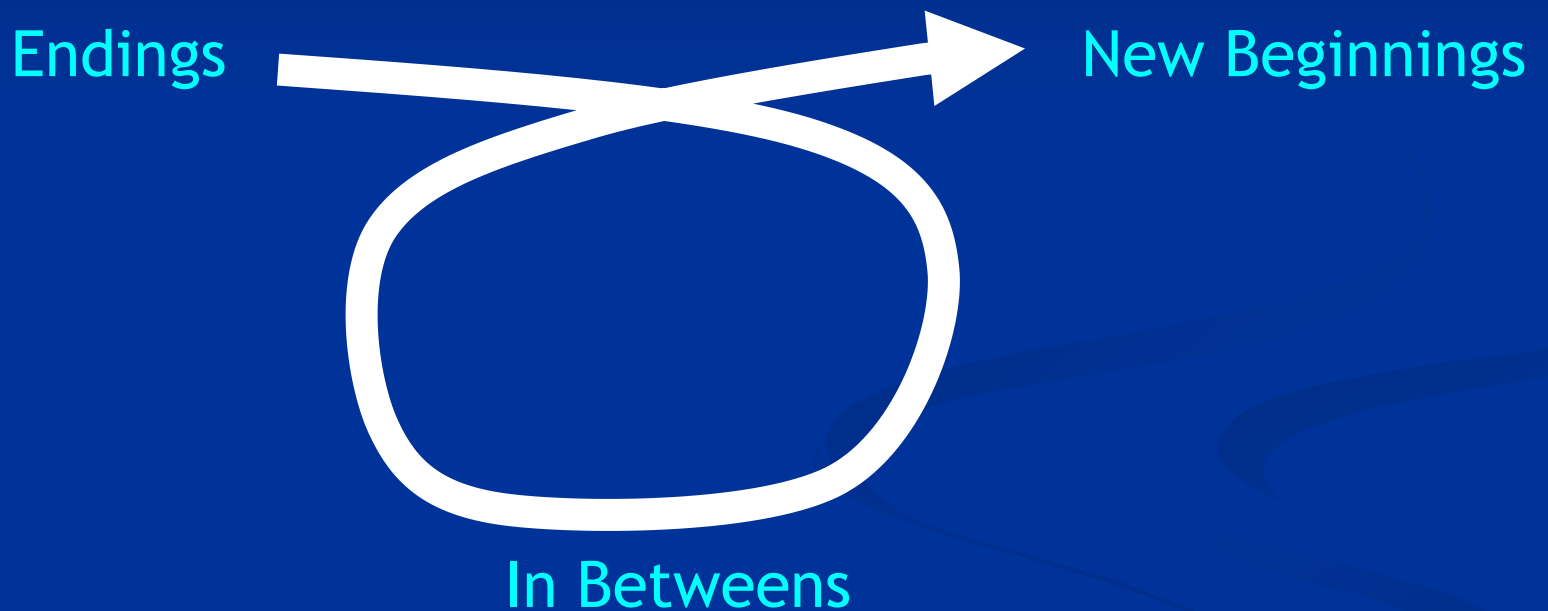
- *personal*
- *internal*
- *psychological process people use to adapt to new situations*

Model content adapted from materials by W. Bridges, 1980.

It's not so much that we're afraid of change, or so in love with the old ways, but it's that place in between that we fear. It's like being in between trapezes. It's Linus when his blanket is in the dryer. There's nothing to hold on to.

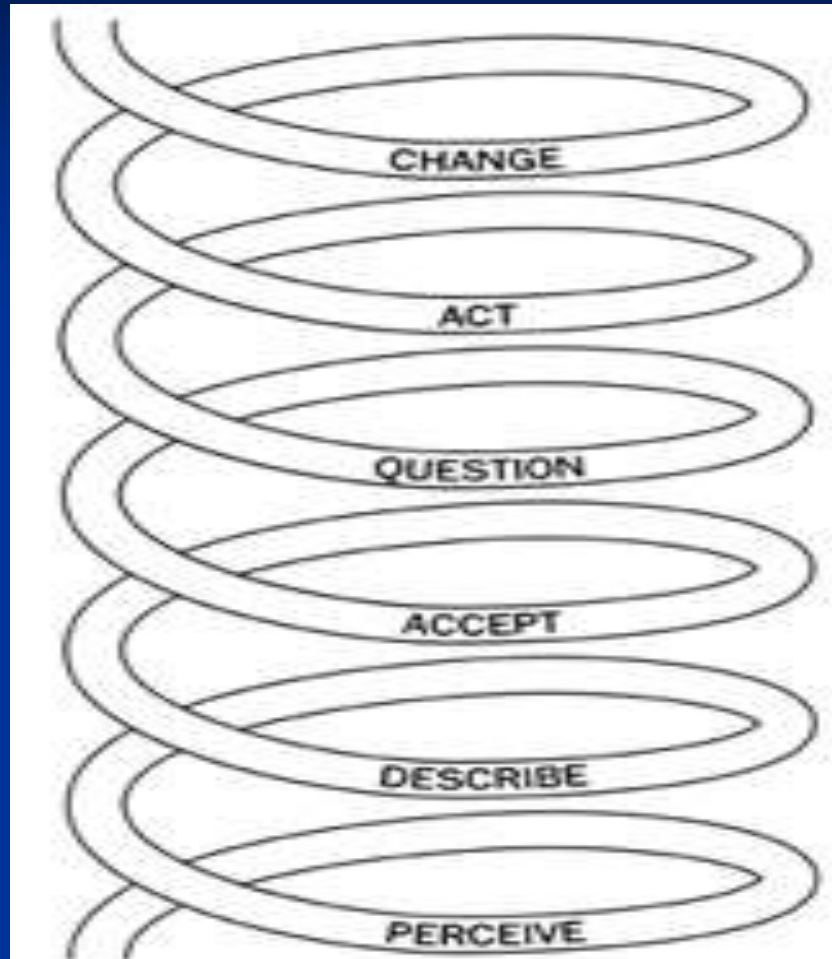
--Marilyn Ferguson

Change and Transition



Model content adapted from materials by W. Bridges, 1980.

Pro-Active Change Model



* Excerpt from "The Conscious Consultant", by Kristine Quade and Renee M. Brown, Jossey-Bass Pfeiffer, 2002.

Connecting Change to Who You Are

Personal Foundations *

- Identity
- Acceptance
- Agreements
- Integrity
- Authenticity
- Courage
- Timing
- Knowledge
- Communication
- Wisdom

* Excerpt from "The Conscious Consultant", by Kristine Quade and Renee M. Brown, Jossey-Bass Pfeiffer, 2002.



*"True, you're a butterfly now, but you
still think like a caterpillar."*

Utilize Change as Opportunity

- Ask questions; Be curious
- Stretch ; Learn constantly
- Self reflective self consciousness
- Hold the paradox

* Excerpt from “The Conscious Consultant”, by Kristine Quade and Renee M. Brown, Jossey-Bass Pfeiffer, 2002.

Utilize Change as Opportunity

- Adapt; Develop tolerance
- Identify priorities
- Surrender---Throw out control

I've found I can only change how I act if I stay aware of my beliefs and assumptions."

--Meg Wheatley

* Excerpt from "The Conscious Consultant", by Kristine Quade and Renee M. Brown, Jossey-Bass Pfeiffer, 2002.

Practices to Help Master the Stress of Change

- Network and stay connected
- Keep informed; Read broadly
- Practice Self Care
- Use your Heart intelligence
- Appreciate and express gratitude

* Excerpt from "The Conscious Consultant", by Kristine Quade and Renee M. Brown, Jossey-Bass Pfeiffer, 2002.

Practices to Help Master the Stress of Change

- Develop strategies for Work/Life Balance
- Turn to One Another
- Hold your Vision of who you want to be
- Stay grounded and centered

* Excerpt from "The Conscious Consultant", by Kristine Quade and Renee M. Brown, Jossey-Bass Pfeiffer, 2002.

Such is the time of the parentheses, its challenges, its possibilities and its questions. Although the time between eras is uncertain it is a great and yeasty time filled with opportunity. If we can learn to make uncertainty our friend we can achieve much more than in stable eras. In stable eras, everything has a name and everything knows its place and we can leverage very little. But in the time of a parentheses, we have extraordinary leverage and influence - individually, professionally, and institutionally - if we can only get a clear sense, a clear conception, a clear vision of the road ahead. My God, what fantastic time to be alive!

--John Nesbitt