

↗ HANDLING CHANGE

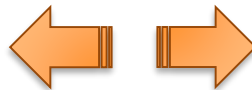
Lots of things change when you start a job and employers are looking for staff who can adopt a positive attitude to change and be open to new ideas.



1

Think of a time you have experienced change in your life.

How well did you handled it?



- Did you start the change process or was it forced upon you?
- How did it feel when you got through that change?
- What did you learn about yourself during this change?

2 In pairs talk about why some people find it harder to handle change than others?

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3 Experts tell us that there are different stages to change:

Some people **RESIST IT** and fight it.

Some people **PUT UP WITH IT** and just try to survive.

Some people **EMBRACE** change and 'go with it'!

Can you think of some change that is coming your way?

Will you: Resist it, put up with it or embrace the change?

4 Often change can trigger powerful effects in our bodies and emotions including excitement but also anxiety.

It is important to notice these changes because there are some simple things we can do to reduce anxiety in times of change. Write down 4 things which you notice about yourself when you feel anxious.

1	2
3	4

Now think about practical things which can help you deal with these anxieties? You could research this topic with your teacher or search online for practical ideas and support for example www.youngminds.org.uk. Write them below

1 _____ will help	2 _____ will help
3 _____ will help	4 _____ will help

5 Have a look at this video on the Facework site.

www.facework.today/challenges/team-working

This employer says that he is looking for staff who can cope with change.



Why does the company he runs want people who can handle change?

Can you think of jobs where people don't have to handle lots of change?

HOW GOOD YOU ARE AT HANDLING CHANGE ?

There are different aspects of handling change. Here is a quiz which will help you think about 6 key areas.

☑ Tick the box which best describes you.



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1) ACCEPTING CHANGE.

It's not easy to accept some changes but having a positive attitude and learning how to anticipate changes is important. How good are you at accepting change?

Not there yet	On my way	I've got it	I'm great at this
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

TIP: Sometimes we hate change because we fear the worst. But remember fears usually subside as we go through the change !

2) RECOGNISE PREVIOUS CHANGE.

It's important to identify what helped you cope with changes in the past. How good are you at recognising your strengths?

Not there yet	On my way	I've got it	I'm great at this
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

TIP: We learn through our experiences and its really important to recognise what was positive about the change and what you learnt about yourself.

3) LEARN FROM MISTAKES

It's important to learn from mistakes and move on. How good are you are you at learning from mistakes?

Not there yet	On my way	I've got it	I'm great at this
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

TIP: Remember your best teacher is often your last mistakes, they don't define you but how you handle mistakes does !

4) ASK FOR SUPPORT

Everyone has gone through changes and it is very helpful to ask others how they adapted and what worked for them. How good are you at asking for help?

Not there yet	On my way	I've got it	I'm great at this

TIP: Asking for help is one of the most important ways we learn and real wisdom can come from the most unexpected people.

5) REWARD YOURSELF

When you notice you have handled change well, reward yourself. How good are you at doing this?

Not there yet	On my way	I've got it	I'm great at this

TIP: Simple things like buying a new jacket or bag at the end of your first week at work can be a visual reminder that you are handling change well.

6) HELP OTHERS

When we support others in handling change it really makes a difference to the way we view change. How good are you at helping someone else ?

Not there yet	On my way	I've got it	I'm great at this

TIP: Listening to someone else and being honest about what helped you can make a big difference. Help others once and you learn twice!

7) SHARPEN YOUR SKILLS

Lots of jobs require people to anticipate the changes in a market, or product. Leaders are people who can lead others through change. Could you be a change leader?

Not there yet	On my way	I've got it	I'm great at this

TIP: Businesses need managers who can help lead change and make the company more effective. Get good at anticipating changes and you will lead!