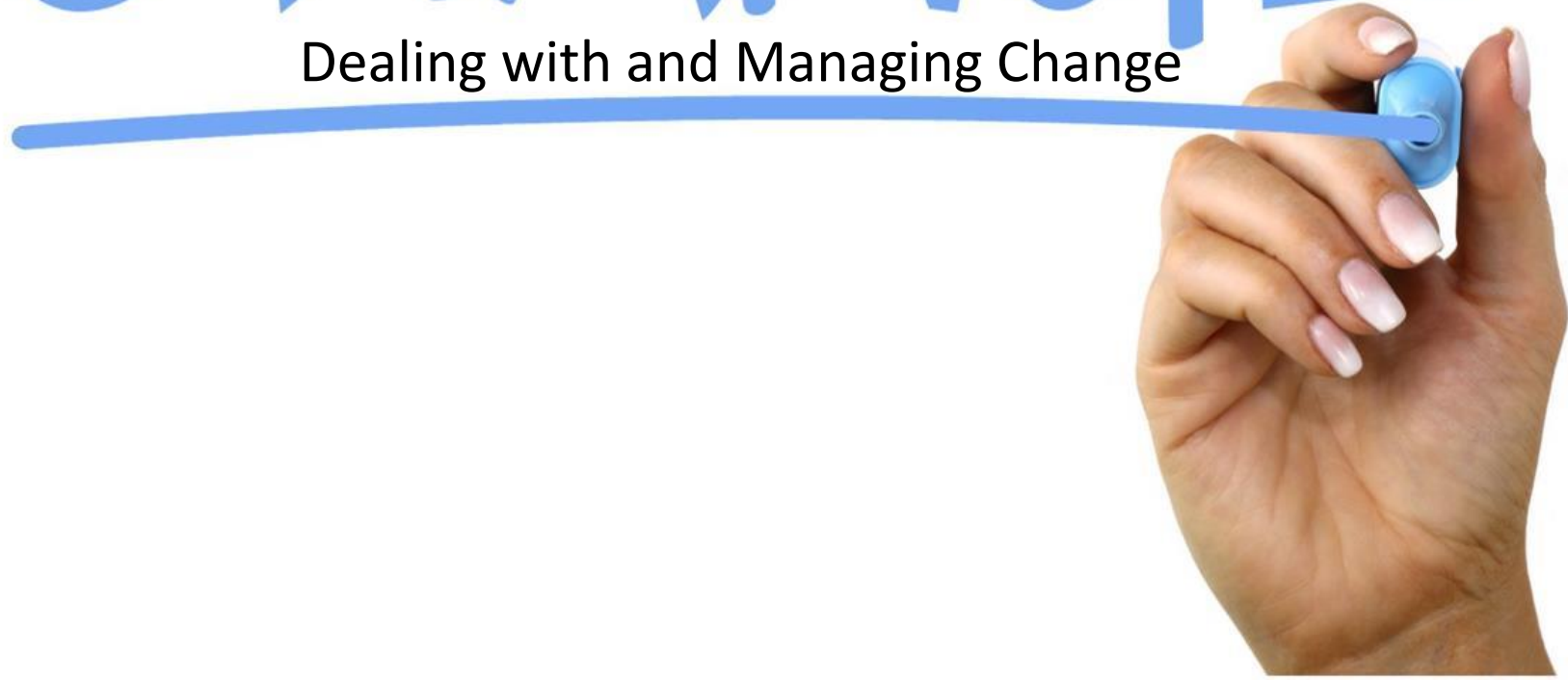


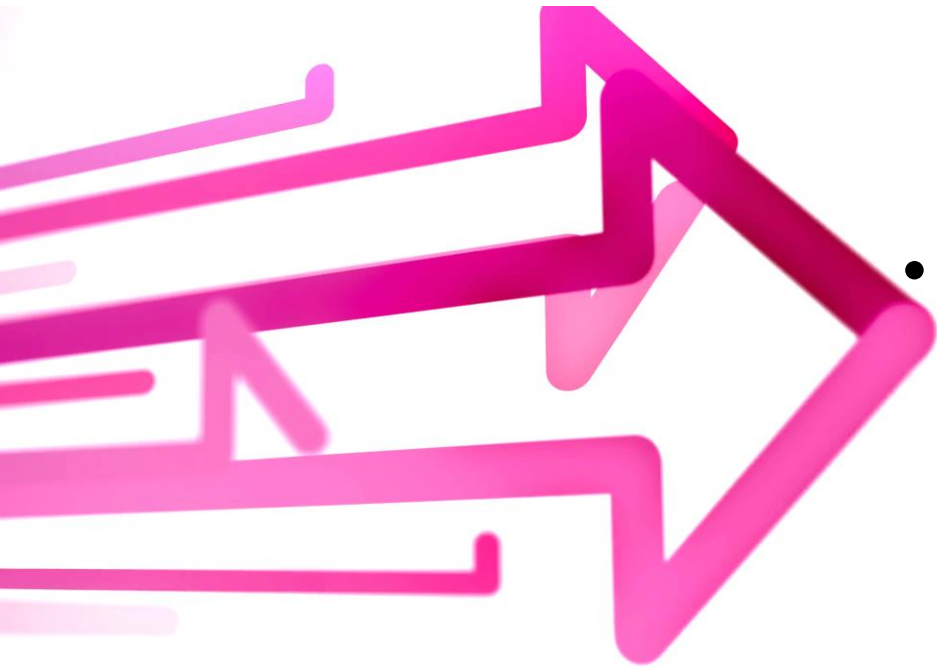
# CHANGE

Dealing with and Managing Change



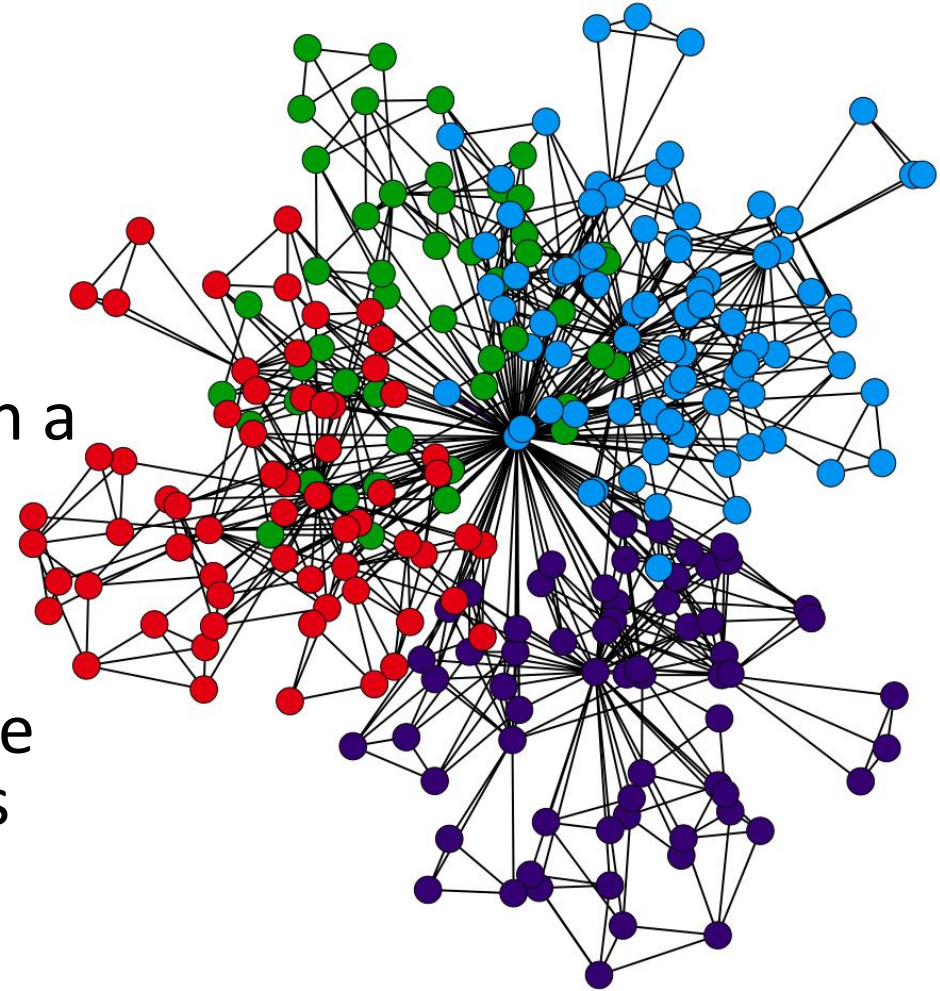
# Adapting to Change

- Adapting to something new, even when it has obvious advantages, is difficult (Rogers, 2003).
  - This “something new” represents a change in your life and this change can enter your life in many ways; perhaps a personal choice, a choice your parents make or maybe by some other event beyond your control.
- *Understanding how we react to change can help us manage the effects of the change and, help us prepare for dealing with the impact of the change.*



# Some Context

- The world is a complex place (it always has been) and many experts agree that we live in a world that is made up of systems, within systems, within systems (Kowch, 2013).
- Within these systems, change emerges from the dynamic interchange between agents like you, your parents, or your network of others who make up the system.
  - Sometimes this change is because of actions we take but change can also emerge even if we don't want it to because of all the other interactions going on around us (Kowch, 2013).



# Change

- It is important to remember that *everyone* goes through change. Some change is welcome change while some change is not.
  - Often, we must deal with change that we didn't create, or couldn't prevent, and in today's world, what change looks like is also changing because technology is accelerating the pace, and amount, of change we must deal with (Kowch, 2013).
- Change is inevitable but, if we get curious about what's going on (Brown, 2018) and better understand how we react to change, the better we are at managing it.



# Impacted by Change

- Change will affect every aspect of your life including family, friends, school and work. Big events such as the illness of a loved one, a change of schools (or teacher) or, perhaps someone has started bullying you (or a best friend), can affect our lives and bring about change.
- Paradoxically, often a very small event such as taking a new route to school, or introducing yourself to someone new at school, can lead to a really big change in our lives: change can be hard to predict





# Our reaction to Change

- In the 1960's, Dr. Elisabeth Kubler-Ross conducted research to understand how people respond to terminal illnesses ...
  - Out of this research came the widely acclaimed theory of the five stages of grief (denial, anger, bargaining, depression, and acceptance).
- Since that time, many experts have agreed that the five stages provide an excellent framework to understand how people respond to change itself.
  - Many see this as The Change Curve ...



# The Change Curve

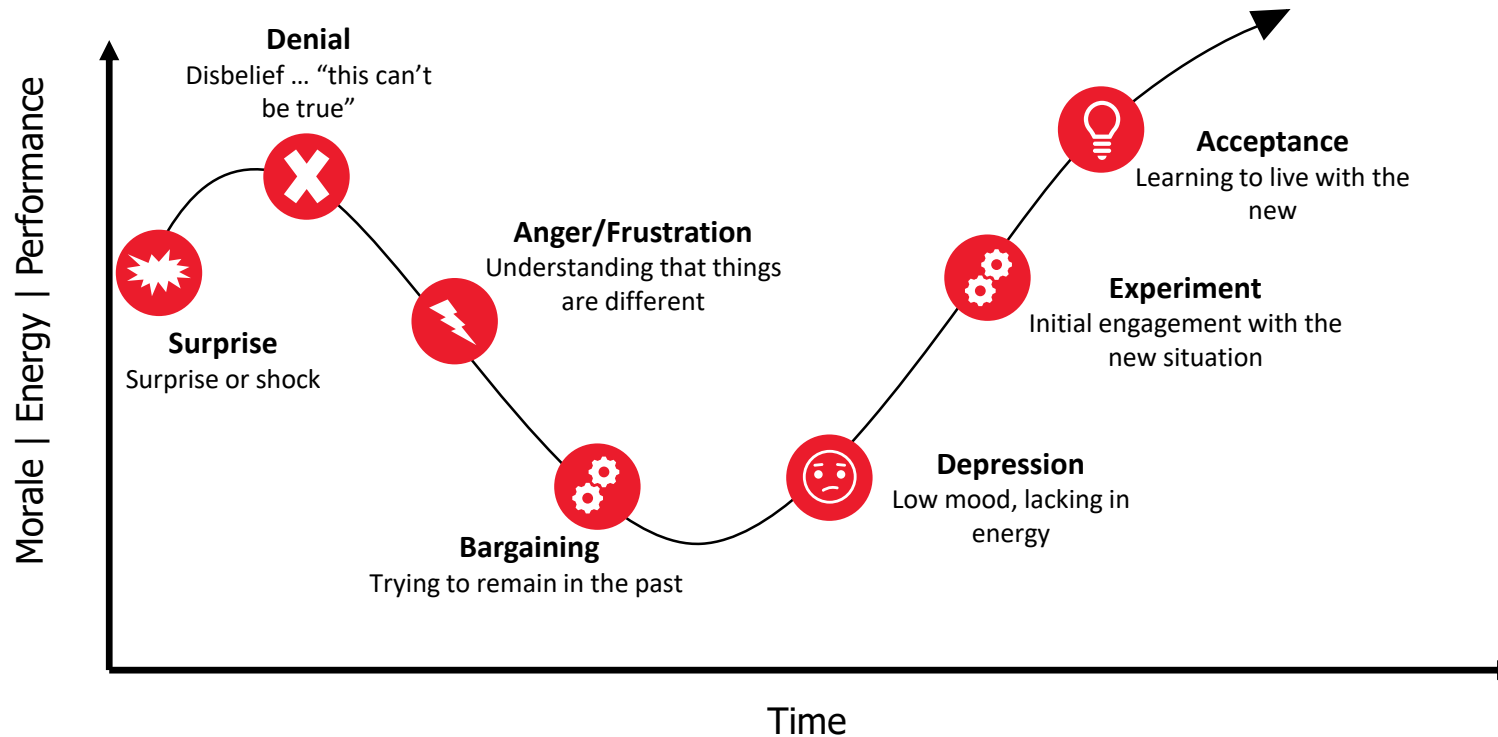


Figure 1: The Change Curve. Adapted from the Kubler-Ross grief cycle and The Change Curve.

# Managing Change

- If we investigate and understand the cycle of change up front, i.e. ahead of when we have to deal with change, then research shows we are better able to deal with, and manage change (Brown, 2018).
- If we know, understand, and expect this cycle, it can be easier for us to manage the change and, perhaps more quickly come to accept (and even like) the new way life is for us.
- It's important to understand that depending on the type of change you are dealing with will affect how you experience the cycle. For example, how you respond to an illness in the family will be different than how you respond to the fact that someone is bullying you.

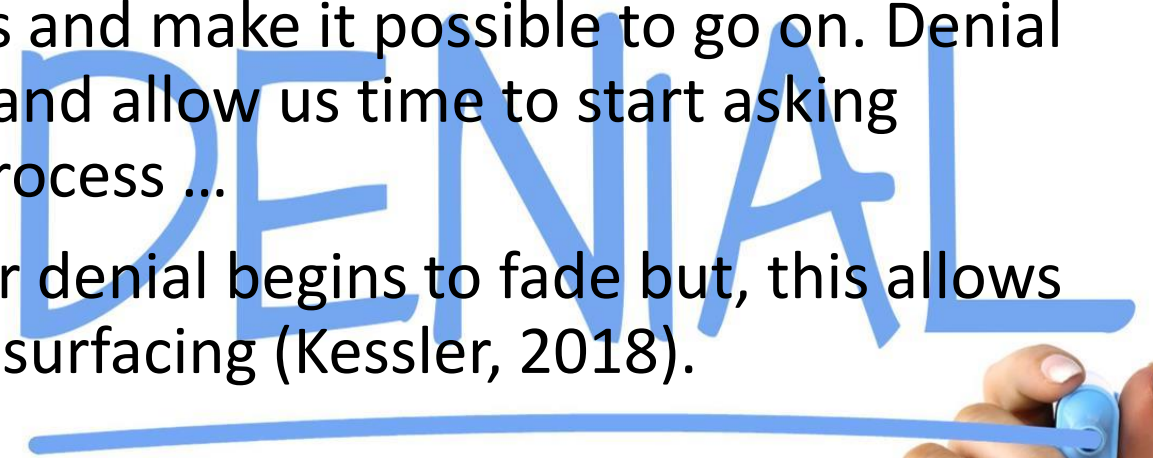
*Let's look at the stages ...*





# Denial

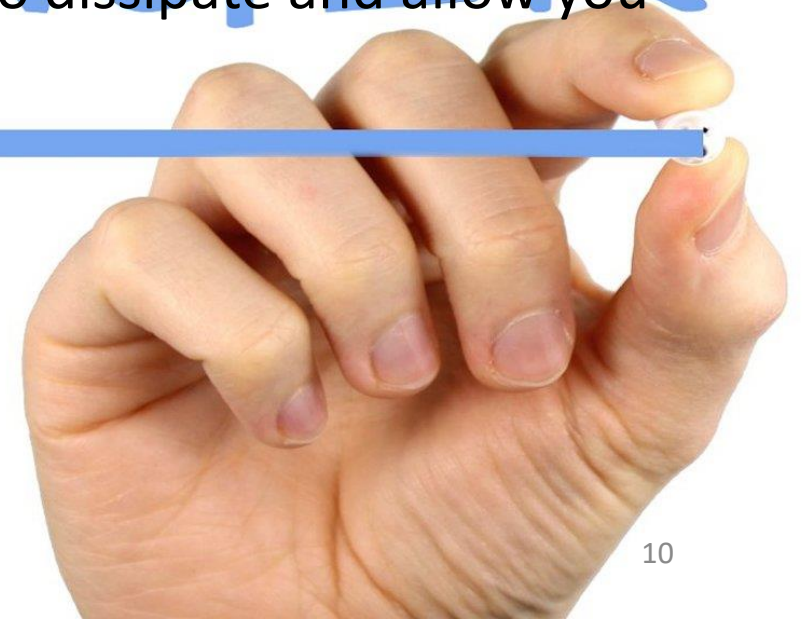
- Denial is the first stage. In this stage, life can seemingly make no sense ...
  - We can be in a state of surprise or even shock
  - We might start to wonder how we can go on, why we should go on or, even *if* we can go on
- But denial can help us pace our feelings and make it possible to go on. Denial helps us control the flood of emotions and allow us time to start asking questions. This starts the acceptance process ...
- And then, as you become stronger, your denial begins to fade but, this allows the *feelings* you were denying to begin surfacing (Kessler, 2018).



# Anger (1 of 2)

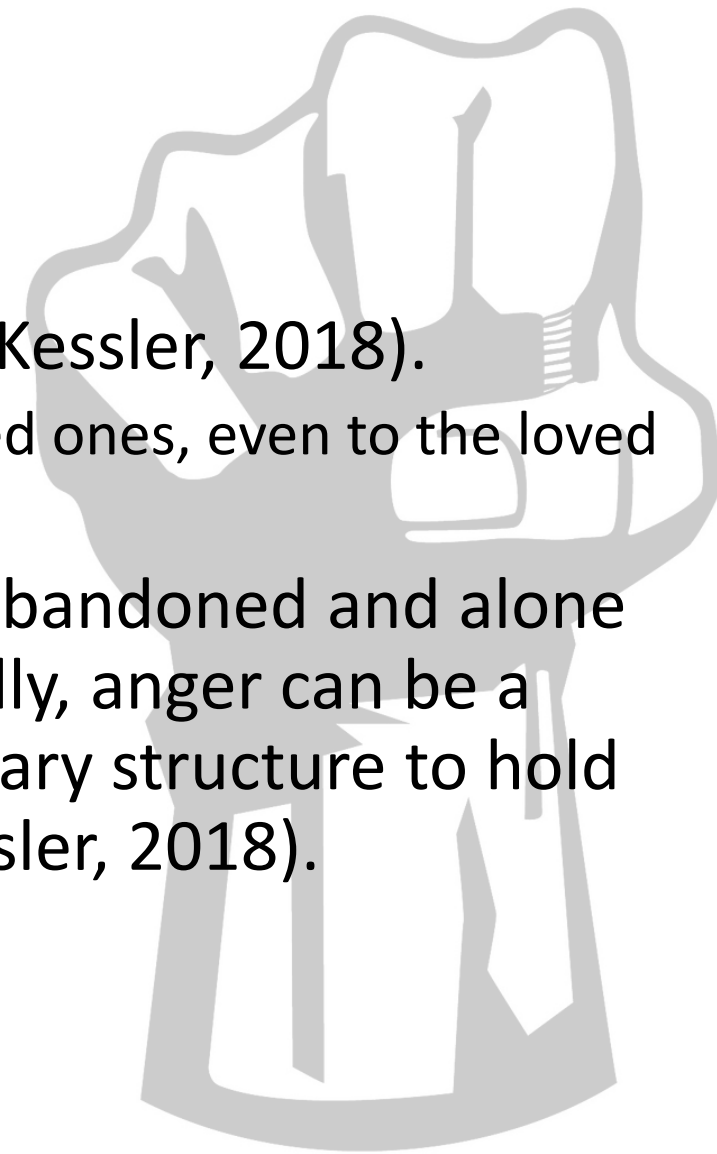
- Anger is often next. Anger is a necessary part of this cycle.
  - Allow yourself to feel anger even though it can be scary. However, this is not permission to let your anger overtake you or anyone around you. There are many excellent resources available to help you manage your anger.
  - We live in a society that fears anger but if you understand and manage your anger – truly feel your anger, the more it will begin to dissipate and allow you to move forward (Kessler, 2018).

ANGER



# Anger (2of2)

- You might find that your anger has no limits (Kessler, 2018).
  - It can extend to everyone; your friends, your loved ones, even to the loved one who is experiencing illness ...
- As you deal with change, it is natural to feel abandoned and alone and that can make you angry but, paradoxically, anger can be a source of strength and can give you a temporary structure to hold onto as you work to manage the change (Kessler, 2018).



# Bargaining

- Many times, as we are dealing with change, we want with all our being for life to go back to the way it was ...
  - We want to return to what was normal before – to go back in time, and in our efforts to achieve this, we bargain.
  - We try to make bargains with ourselves and those around us. We find ourselves lost in a flood of “what ifs”. We feel guilty; like we should be different or that we should have done things (anything) differently. We can be overcome by guilt as we try to negotiate ourselves out of the situation (Kessler, 2018).

BARGAINING



# Depression (1of2)

- As we move away from bargaining, our attention becomes fully focused on the present.
  - We can be overcome by feelings of emptiness and an intense sadness as we move into a depressive stage. It is important to remember that this depression is not a sign of a mental illness (Kessler, 2018) ...



# Depression (2of2)

- Depression can be an appropriate response to what we have lost ...
  - For example, depression is an appropriate, and normal, response to the loss of a loved one such as a close family member. To not experience depression in a situation such as that would be unusual.
- Depression is one of the steps toward healing (Kessler, 2018).
  - Again, it is important to remember there are many excellent resources available to help you manage your depression. *Be brave* and ask for help (Brown, 2018).



# *Experiment*

- This phase is not part of Dr. Kubler-Ross' initial five phases but from the perspective of managing change, this phase is often defined as the point where individuals begin to experiment and explore their new reality.
  - For example, if you have moved to a new school, you start to see the opportunities the new school has to offer – a new gymnasium, a big band and arts program, or someone who has reached out to say hello. This phase is where you start to engage with the new normal.

EXPERIMENT



# Acceptance (1of3)

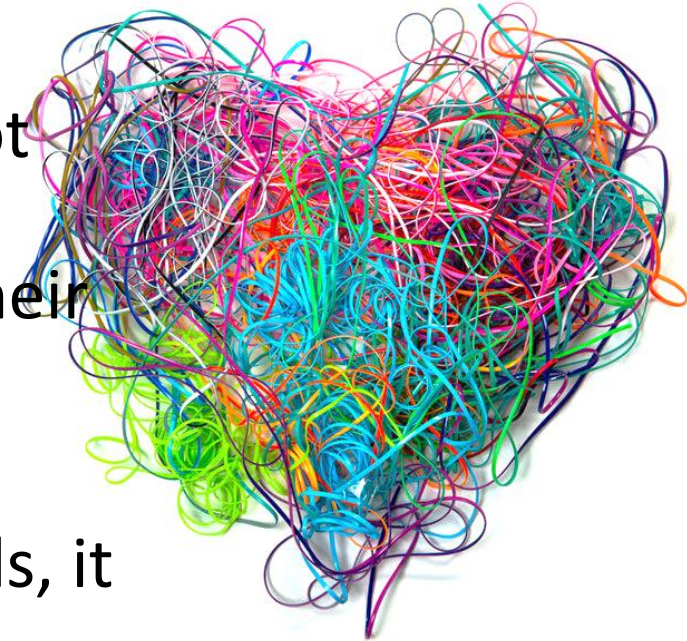
- The last stage is acceptance.
  - Acceptance is often confused with the notion that everything is all right – that we accept what has happened. This is not correct. Most people never feel okay about what happened, they just come to accept that this is the new reality. Depending on the change, we learn to accept the new permanent (Kessler, 2018).
  - For example ...

Acceptance



# Acceptance (2 of 3)

- If we lose a loved one due to illness, we accept that they are no longer physically with us ...
- If our parents divorce, we learn to accept that it is not our fault and that our parents now have different journeys, but we can still be a huge part of both of their lives ...
- If we move to a new school, we learn to make new friends and accept that we can still see our old friends, it will just have to be done in a different way ...



# Acceptance (3 of 3)

- If we are being bullied, we do not accept the bullying. We only accept that something must be done about it. We accept that the bully is unlikely to change their behaviour, so we must tap into our network of family, friends and mentors to help us respond to the bullying.
- Remember, *be brave and ask for help* (Brown, 2018).
  - As we accept our new life; we learn, we change, and we grow as a result of the change. We find that we begin to live again (Kessler, 2018).

BRAVE





# Change Behaviours

- It is important to remember that dealing with change takes time. We must allow ourselves time to understand and manage the emotions and remember that as seemingly endless some of these emotions may seem, this too will pass. Life is continual change and even change itself, changes.

# Change is not straight forward (1of2)

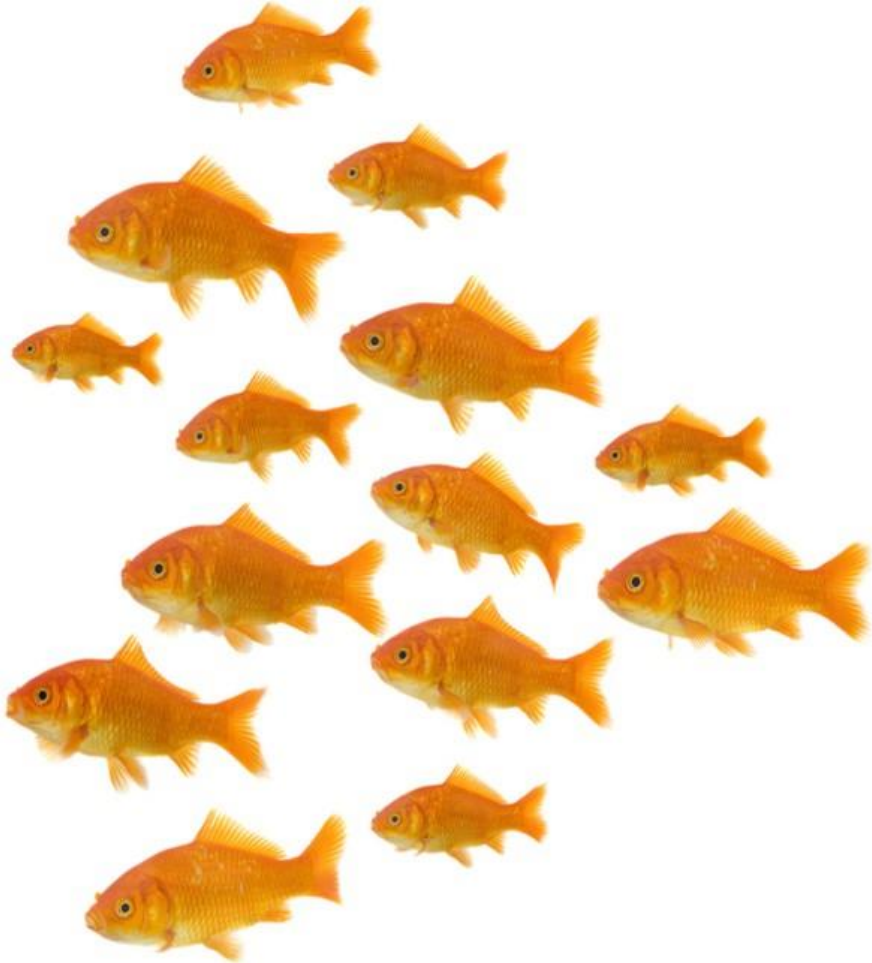
- Change is nonlinear

and everyone's journey through change is different ...

However, research shows that this cycle of grief can give us

deep insight into what the journey might look like ...

# Change is not straight forward (2of2)



- Change is not a linear process where one phase of the change cycle necessarily follows the next ...
  - It is entirely possible for someone to start here or there, skip forwards, skip backwards or even skip a phase as they deal with change.
  - And, it is entirely possible to spend minutes dealing with one set of emotions and days, weeks or months dealing with another (Kessler, 2018).
  - Let time be your friend and remember, everyone's journey is unique.

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