State of Wellbeing

Change, Transition, and EAP

Steven Reuter
Organizational Health Consultant
Change vs Transition

Change
- Observable
- Measurable
- Time-bound

Transition
- Human Impact
- Additional Work
- Process
Why People Resist Change

1. The risk of change is seen as greater than the risk of standing still
2. People feel connected to other people who are identified with the old way
3. People have no role models for the new activity
4. People fear they lack the competence to change
5. People feel overloaded and overwhelmed
6. People have a healthy skepticism and want to be sure that new ideas are sound
7. People fear hidden agendas among would-be reformers
8. People fear the proposed changes threatens their notions of themselves
9. People fear loss of status or quality of life
10. People genuinely believe that the proposed change is a bad idea
Why People Support Change

- They expect that it will result in some **personal gain**.
- They expect a **new challenge** as a result.
- They believe that the change **makes sense** and is the right thing to do.
- They were given an opportunity to **provide input** into the change.
- They **respect** the person who is championing the change.
- They believe it is the **right time** for the change.
What is Stress?

The body’s response to the demands made upon it

Fight or Flight

“Caring about something that you think you can influence”

What is Resilience?

Tolerance for discomfort

“To be in the midst of noise, hard work or trouble and still be calm in your heart”
Resilience

The ability to persist despite challenges, and to bounce back from falls.

What supports your resilience?
Characteristics of Resilience

- Positivity
- Health
- Humor
- Flexibility
- Proactiveness
- Focus/Purpose
- Organization
Resilience Tools

1. Circle of influence
2. Awareness
3. Relationships
4. Health
1. Circle of Influence

- Clarity
- Serenity
- Courage
- Wisdom

Circle of Concern

INFLUENCE

Circle of Influence
2. Self Awareness

What are you...

- Thinking?
- Feeling?
- Doing?
- Valuing?
2. Self Awareness

Notice how and where you are

Take a breath: inhale for 4....exhale for 6

Notice 5 things that you see, hear, feel physically/emotionally

Stand, move, feel the support of the floor
2. Self Awareness

"Transition is the human side of change."

William Bridges

- **Endings**
  - Letting Go, Disintegration

- **Neutral Zone**
  - Wilderness, Uncertainty

- **New Beginnings**
  - Renewal, Reintegrating
Characteristics of the Neutral Zone

- Uncertainty
- Fear
- Doubt
- Opportunity
- Yearning for the past or future
- Loss of confidence
- Fatigue
- Self-consciousness
- Discomfort
- Frustration
- Excitement
- Worry
2. Self Awareness
Your Stress Mindset

“Stress is negative and should be avoided”

• This is unfair
• I’m failing
• Why happening to me?
• Who’s to blame?

People with a more negative mindset experience more adverse affects of stress

“Stress is positive and should be embraced”

• Stress is part of being human
• I care how I do
• What now, what for, what next?

People with a more positive mindset have fewer adverse affects of stress

Kelly McGonigal, Phd
## 2. Self Awareness

Where’s your focus?

<table>
<thead>
<tr>
<th>Importance (not the same as urgency)</th>
<th>Ability to Control Factors, Outcomes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Not Important and not Controllable</td>
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3. Your Relationships

• Connect with others.
• Let someone know that they matter to you.
• Take a step to improve a relationship.
• Use your relationships – ask for help, team up, negotiate (deadlines, e.g.)

• Be with those you care about
• Be with those who care about you
• Be with those you trust
• If you’re short of options, learn how to increase your options (Employee Assistance can help)

“The surest way out of feeling overwhelmed is through relationship.”
4. Your Health
4. Your Health: Practice Self-care

Start with you
- If you don’t take care of yourself, you are providing the world with a struggling version of yourself. Those around you deserve the best “you” possible.

Take a break
- Give yourself permission to prioritize your wellbeing. We all hit walls and run out of energy. When you’re away from work, disconnect and do something away from the everyday.
- Remember: your mood is just as contagious as the common cold.

Find your strengths
- Your individual strengths are unique and aren’t a perfect fit for every situation or job. Just because we can do a task, doesn’t mean we should. It’s a disservice to your customers if you know someone whose strengths are a better fit for the customer’s needs.
Self-care at work

Take walks, especially after difficult meetings.
- Talk with co-workers about non-work related things.
- Identify tasks at work that you want to learn more about and improve upon (Build Mastery)
- Eat lunch away from your desk; outside if possible and it pleases you.
Self-care at home

Set aside time for something that fulfills you (reading, exercise, listening to music in your favorite chair, talking with a friend on the phone). Make these times sacred.

Sleep! At least 7 hours a night. Create a bedtime ritual to help your body relax and sleep peacefully.

Eat nutritional foods and drink lots of water. It is amazing the difference in your ability to think and process information when you give your body the correct fuel.

Attend to your relationships! We are social creatures and require connection.
<table>
<thead>
<tr>
<th><strong>What's one thing that you will do differently to support your resilience?</strong></th>
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<tbody>
<tr>
<td><strong>Circle of Influence</strong></td>
</tr>
<tr>
<td>• Let go of something</td>
</tr>
<tr>
<td>• Exercise your gratitude muscle</td>
</tr>
<tr>
<td><strong>Relationships</strong></td>
</tr>
<tr>
<td>• Tell someone that they matter to you</td>
</tr>
<tr>
<td>• Ask for or offer help</td>
</tr>
<tr>
<td><strong>Self-Awareness</strong></td>
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<tr>
<td>• Set up a cue for mindfulness</td>
</tr>
<tr>
<td>• Yoga</td>
</tr>
<tr>
<td><strong>Health</strong></td>
</tr>
<tr>
<td>• Take the stairs</td>
</tr>
<tr>
<td>• Set up a sleep routine</td>
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</table>
What? When? How Often? Who?

• What will you do?
• When will you do it?
• How often?
• Who will you tell?

How will you track it?