

PROFESSIONAL DEVELOPMENT

Managing Change while Creating a Healthy Work-Life Balance



Change = Stress



What does the change consist of?

What are the benefits and risks?

What are my options?

What is the most effective way to respond?

Why is the change occurring?

How does it impact me?

UNDERSTANDING CHANGE

- Fear of failure
- Burnout
- Don't really like their job or living circumstances
- Low tolerance for frustration
- Lack of information about the change and how it will impact them
- Have other changes occurring at the same time

WHY PEOPLE RESIST CHANGE

- Life circumstances
- Duration
- Control
- History
- Proximity to the actual change(s)
- Perceived impact
- Temperament
- Reaction of others

**HOW ONE IS AFFECTED BY
CHANGE DEPENDS ON:**

- Individuals respond to change differently
- Individuals are influenced by different belief systems, morals, values and experiences
- Acceptance of differences
- Appreciation of Diversity

**RESPECTFUL RELATIONSHIPS ARE
ESSENTIAL FOR EFFECTIVE CHANGE**

- Change- occurs when something ends and something new or different begins
- Transition- involves the period in-between
- Losses and opportunities can exist with change and transition

CHANGE AND TRANSITION

- Denial– Refusing to hear new information, resistance, numbness, minimizing
- Resistance– Loss, anger, rigid, blaming, complaining
- Commitment– Cooperation, balance, team oriented, vision
- Exploration– Visualizing possibilities, re-establishing, clarifying goals, awkwardness, looking at alternatives, learning new skills

PHASES OF TRANSITION

TYPES OF LOSSES

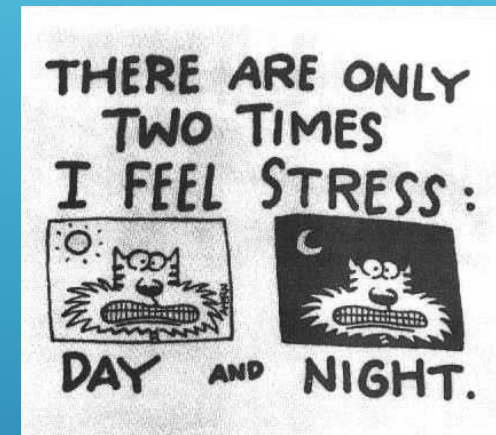
- **Loss of Security**– Not knowing what the future looks like for individual or organization
- **Competency**– Individuals may not feel like they possess adequate knowledge or skill to cope with change
- **Loss of Relationship**– Interactions with co-workers, patients, clients and managers can change or disappear
- **Direction**– Individuals may be unclear of where they are going and why

- Cooperation, support, acceptance
- Neutrality
- Indifference, apathy, resistance, aggression, sabotaging, fear

REACTIONS TO LOSS

EMPLOYEES ARE VULNERABLE TO:

- ▶ Long hours
- ▶ Heavy work assignments
- ▶ Lack of support
- ▶ Lack of respectful relationships
- ▶ Unrealistic expectations
- ▶ Increasing needs of clients
- ▶ Low or limited pay scale
- ▶ Increased competition, lay offs, cut backs



BURN OUT

The emotional and physical exhaustion that is caused by prolonged and excessive stress which occurs when you feel overwhelmed and unable to meet the demands expected of you.

SYMPTOMS OF BURN OUT

- ▶ Irritability
- ▶ Low self esteem
- ▶ Negative attitude
- ▶ Anxiety
- ▶ Insomnia
- ▶ Compromised work performance
- ▶ Compromised health
- ▶ Relationship discord



COMPASSION FATIGUE

The cost associated with caring for the emotional and physical needs of others that can overtime contribute to a lack of compassion and empathy for the clients we serve.

ADDRESSING COMPASSION FATIGUE

- ▶ Establish healthy boundaries
- ▶ Enforce reasonable work hours
- ▶ Discuss concerns and explore solutions with supervisor
- ▶ Introduce new ideas, methods, responsibilities
- ▶ Establish realistic goals and assess and adjust as needed
- ▶ Don't assume responsibilities that don't belong to you

WORKING WITH HIGH RISK SITUATIONS

- ▶ Be aware of organizational policies and procedures
- ▶ Seek consultation from superior
- ▶ Be knowledgeable of internal and external resources
- ▶ Control reactivity
- ▶ Remain focused on client needs and overall goals

- Allow yourself time to grieve the ending
- Take one step at a time
- Use a to-do list
- Ask for clarification
- List the gains & losses associated with the change
- Reach out to others

COPING WITH ENDINGS

- Explore and establish opportunities for stabilizing and connectedness around the change
- Associate with people who are supportive and encouraging.
- Focus on healthy and balanced self care.

AND....

LOOK FOR OPPORTUNITY AND GROWTH



- Learning Opportunities
- Chance for growth and development
- Opening of new doors that may have been closed before

ATTENDING TO THE MIND

- ▶ Challenge negative thought patterns
- ▶ Focus on the present
- ▶ Be aware of unrealistic expectations of self and others
- ▶ Reframe adversity
- ▶ Insert humor
- ▶ Meditation, deep breathing, mindfulness, yoga are modalities for calming the mind



- ▶ *Personal / Mental Health & Work-Related assistance*
- ▶ *Telehealth & In-Person*
- ▶ *No Cost*
- ▶ *Confidential*

- ▶ **Locations: Liverpool, Syracuse & Fulton**



315-470-7447

Helppeople-eap.org

PROFESSIONAL DEVELOPMENT

Managing Change while Creating a Healthy Work-Life Balance



STAY CONNECTED WITH US

• **Additional Resources:** centerstateceo.com/covid19resources

• **Re-opening Toolkit:** centerstateceo.com/re-openingtoolkit



• **Upcoming Events:** www.centerstateceo.com/events

Webinar Series | Business Tactics | Networking | Professional Development

• **Engage & Follow:** <https://linktr.ee/centerstateceo>     

• **Questions?** Reach out to us at support@centerstateceo.com

PROFESSIONAL DEVELOPMENT

Managing Change while Creating a Healthy Work-Life Balance

