

COPING WITH WORKPLACE CHANGE

WHY DO WE STRUGGLE WITH CHANGE?

We need to understand how the brain operates. Neuroscience research tells us the brain craves certainty that brings with it clarity and predictability. Our brain registers any diversions from the current state and uncertainty, that is change, as an error and recognises this as a potential "threat". This is why we may feel resistance to change. Not knowing what will happen next is also cognitively and emotionally taxing for the brain. This in turn, impacts our ability to perform at our peak.



It's safe to say the world of work is constantly changing. Whether it be a restructure, new processes, shifting business objectives or changing priorities and logistical details, our work life can require us to perform complex tasks, acquire new skills and become more agile in the way we work.

SO WHAT CAN WE DO?



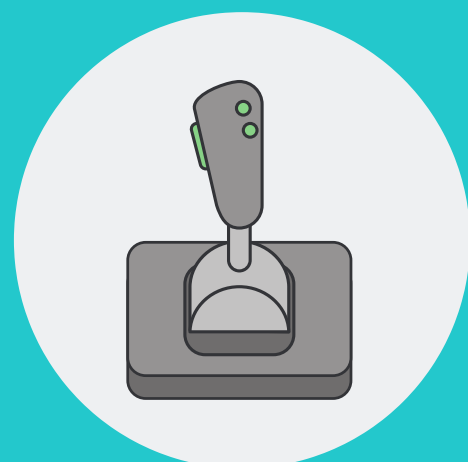
ACKNOWLEDGE THE CHANGE IN YOUR EMOTIONS

Research shows people are more likely to manage change effectively when they accept change is happening. Knowing where you are on the change curve can help with processing emotions associated with the stages of transition. Often it is not the change itself we find painful, but the transition we must make that catches us off-guard. By coming to terms with the situation and recognising that change has a purpose, we can transition through change more effectively.

Part of the fear of change is the unknown. Our brain is hard-wired to engage in a fight, flight or freeze response when there are too many unknowns. When we are faced with uncertainty during times of change, be proactive to find out more about what is happening around you.

Try this! - Talk to your leaders and colleagues by asking constructive and purposeful questions to find out meaningful information.

EQUIP YOURSELF WITH INFORMATION



FOCUS ON WHAT YOU CAN CONTROL

Try to take a helicopter view and step back from the situation. Asking yourself, "What can I control and what is in my influence?" can help you re-focus your energy and effort on tasks that will yield results for you. It may be that you need a new skill or to re-train in a different area of work. You may find that there are aspects of the change you can influence.

Change and transition periods can last quite some time. So, it's important to look after your energy levels and be aware of the emotions caused by change. Listen to your body, don't ignore the signs or symptoms of stress. Speak to a professional (EAP), a trusted friend, mentor or family members about your thoughts and concerns. Make sure you eat a balanced diet, keep up with your exercise routine and rest as well.

KEEP YOUR TANK FULL

