



# Understanding and Embracing Change



## Reframing your approach to change

Autumn Conference  
London

29 November 2018

Jan Shine  
FAUA

# Objectives of the session

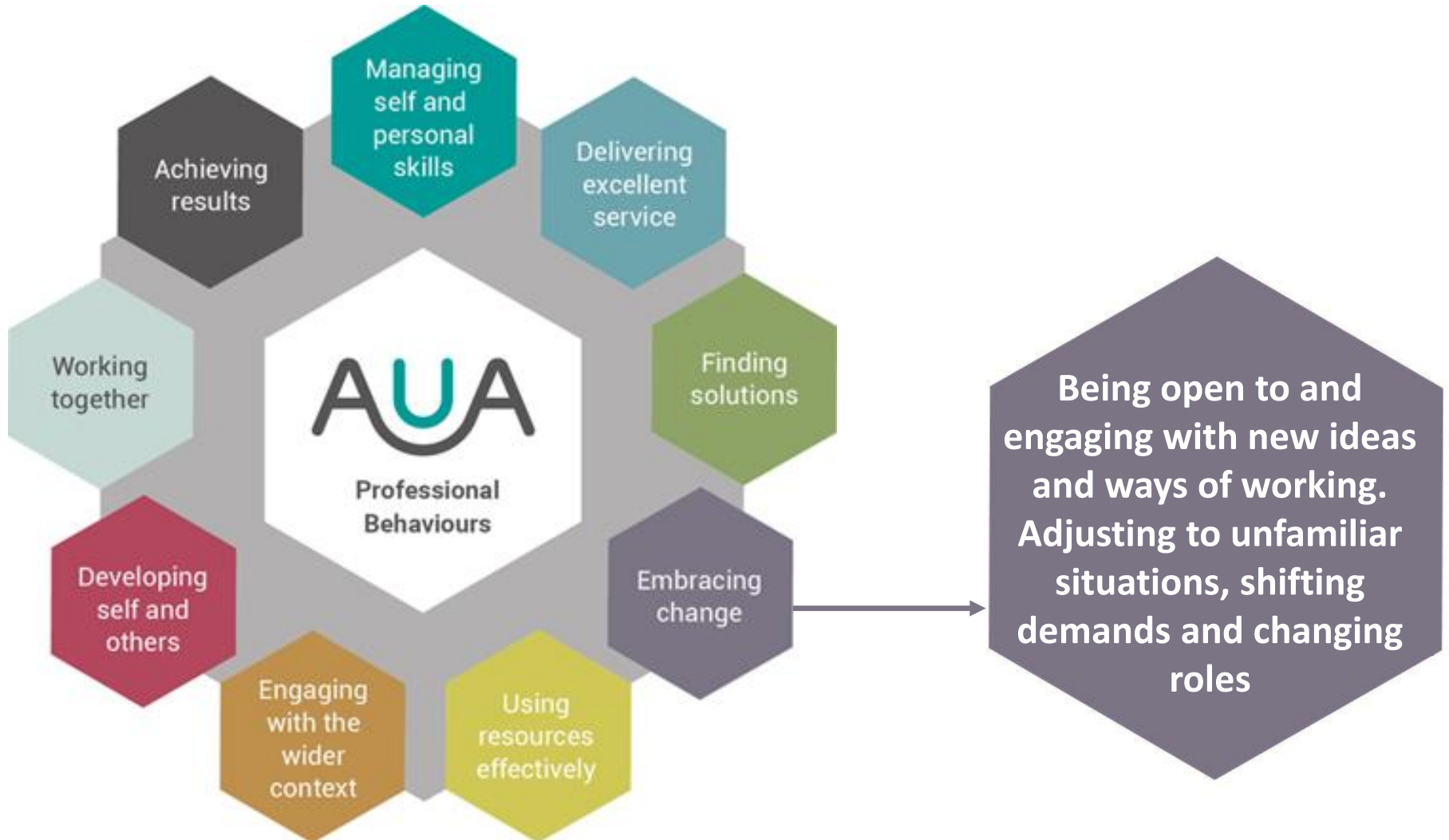
*Participants will have the opportunity to consider:*

- strategies for embracing change at an individual level
- practical ways to exemplify the examples of Embracing Change behaviours in the AUA's framework
- ways to recognise and make the most of opportunities presented by change

## Change *noun*

1. an act or process through which something becomes different
2. a transformation or transition from one state, condition or phase to another

# The AUA's definition



# Perceptions of change

Scenario:

*Your department is being merged with another department in your organisation*

Discussion:

Think of as many **possible** perspectives / feelings you could have about this change



# Feelings associated with change



Frightened  
Threatened  
Anxious  
Confused



Relieved  
Excited  
Expectant  
Hopeful

# Irrational beliefs about change

☹ change is bad

☹ change is unfair

☹ if I ignore it, it will go away

more .....?

# Change ....

---

is ..

- a normal part of life
- mostly outside of our control, but we can control our reaction to it

can be ..

- challenging
- stimulating
- an opportunity



# Change isn't the problem .....

---



*Change isn't the problem.*

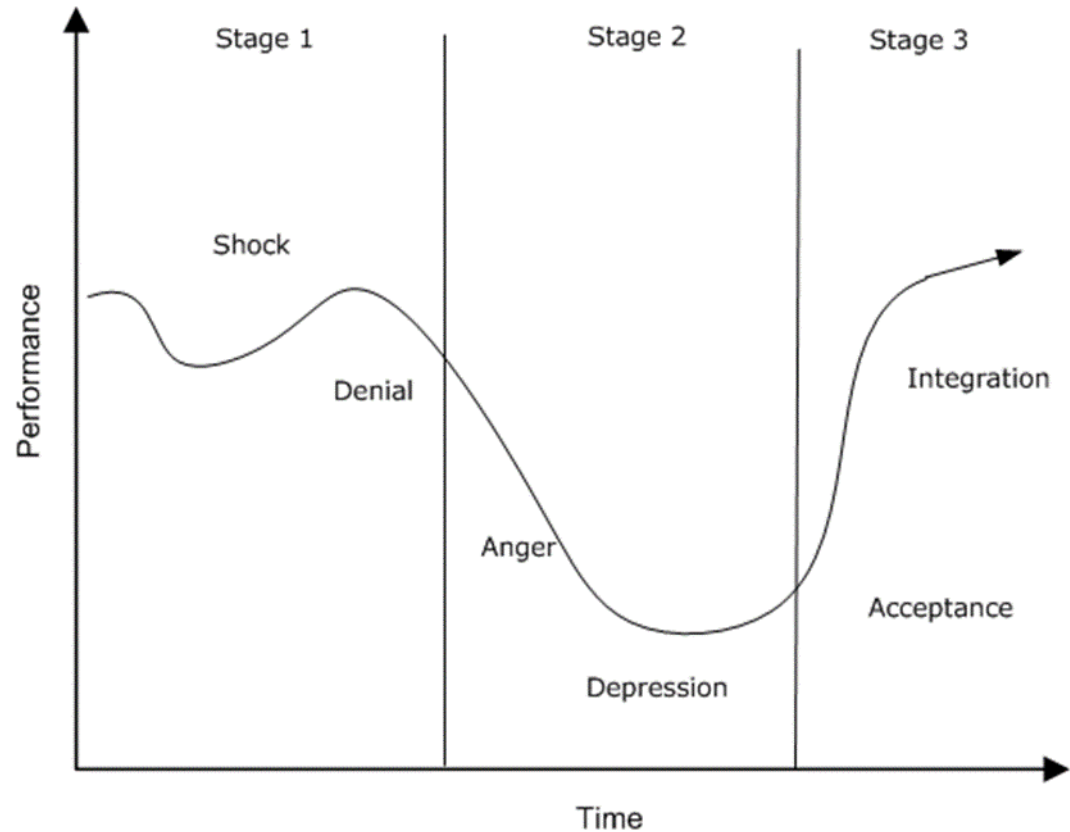
*The difficulty lies in the transition  
of moving from the present state  
to one that is desired in the future.*

William Bridges



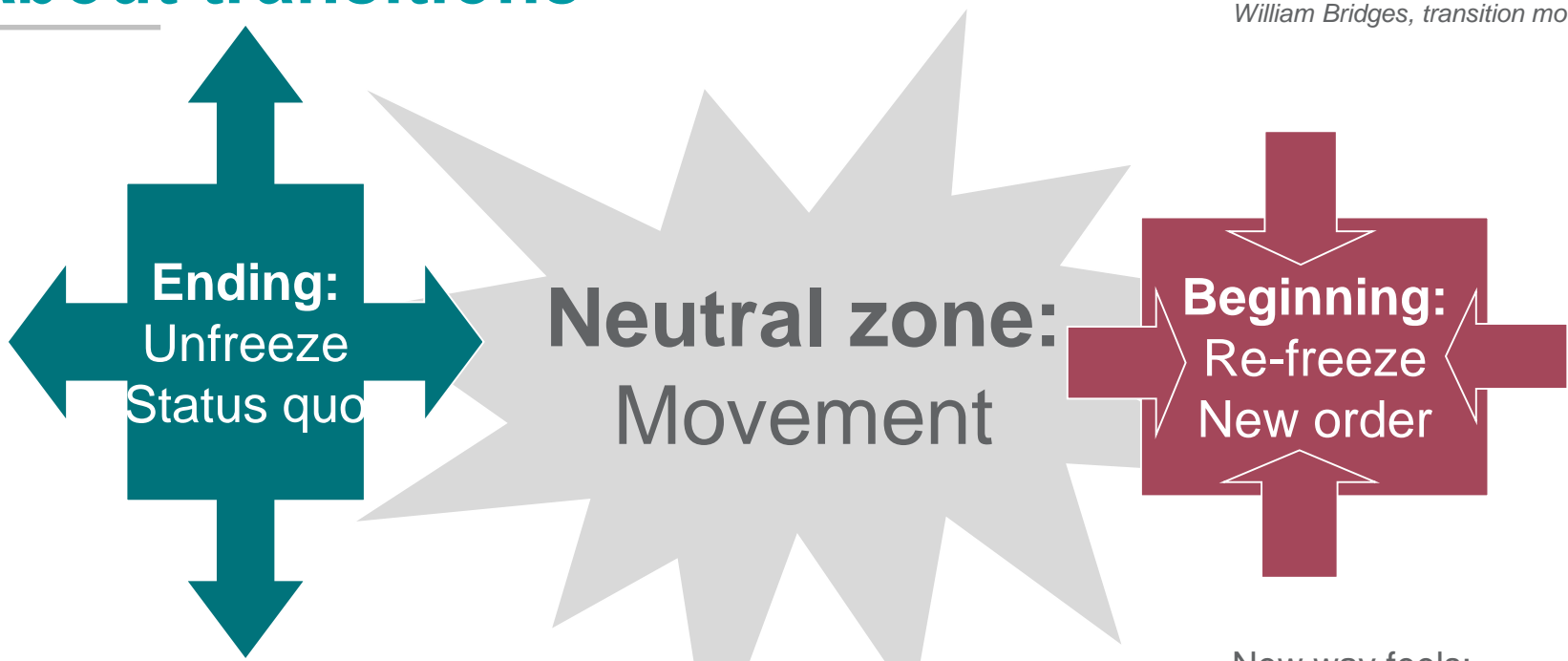
# The change curve

- change comes in stages and the transition stage is the most difficult
- the uncertainty experienced during the transition stage is a highly stressful time
- it includes feelings of loss and grief, and sometimes guilt



# About transitions

*William Bridges, transition model*



- We acknowledge there are things we need to let go of
- We recognise that we have lost something

- The old way has finished but the new way isn't here yet
- Everything is in flux and feels like no one knows what they should be doing
- Things are confusing and disorderly

New way feels:

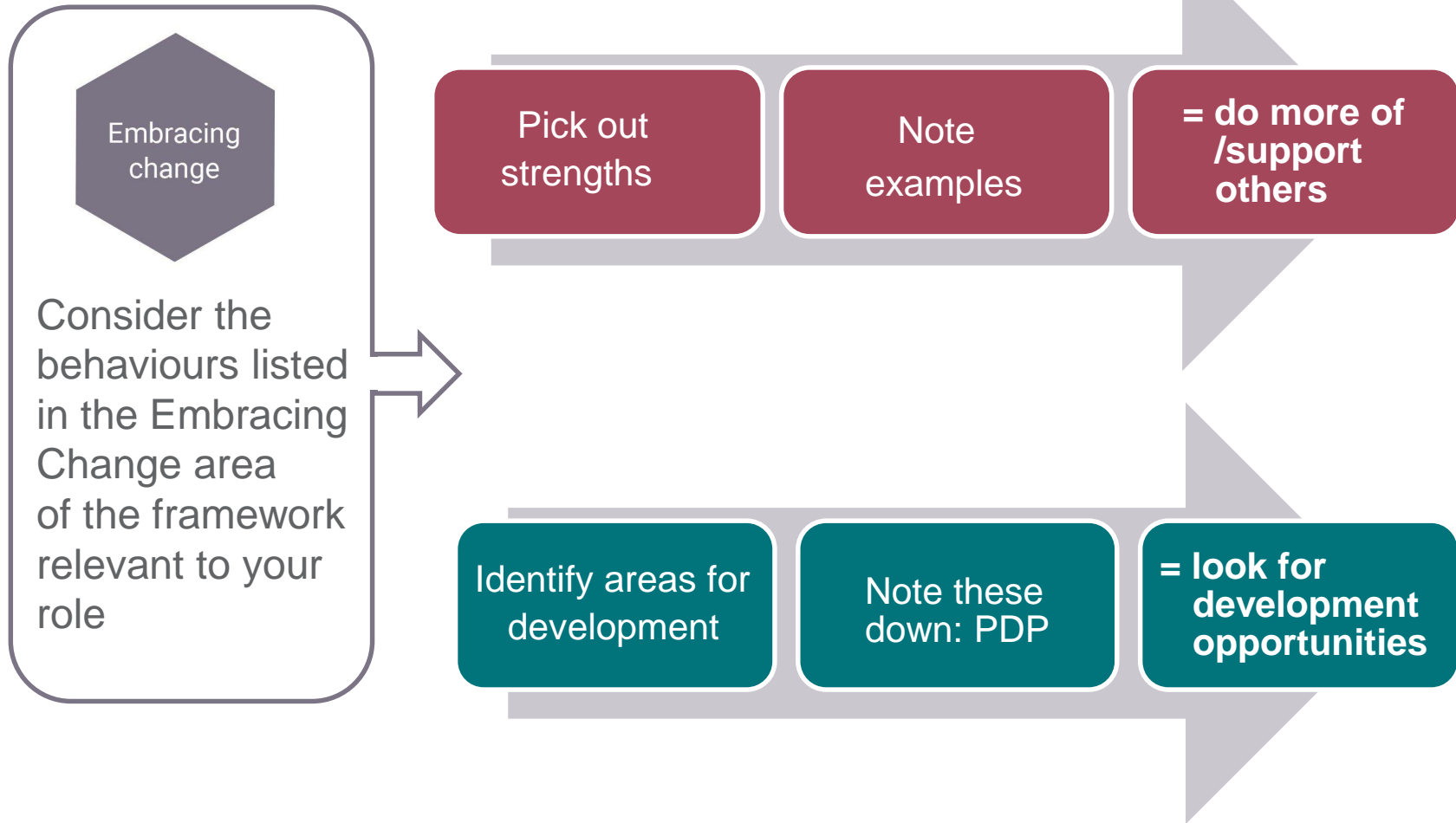
- comfortable
- right
- the only way

# The benefits of embracing change

- ☺ restoration of sense of order and purpose
- ☺ identification of a set of internal resources and strengths perhaps not previously recognised in ourselves
- ☺ conservation of personal energy
- ☺ reduced stress

more .....?

# Self-assessment exercise



# In more detail .....



# Three fundamental questions ....

*Janet Feldman*

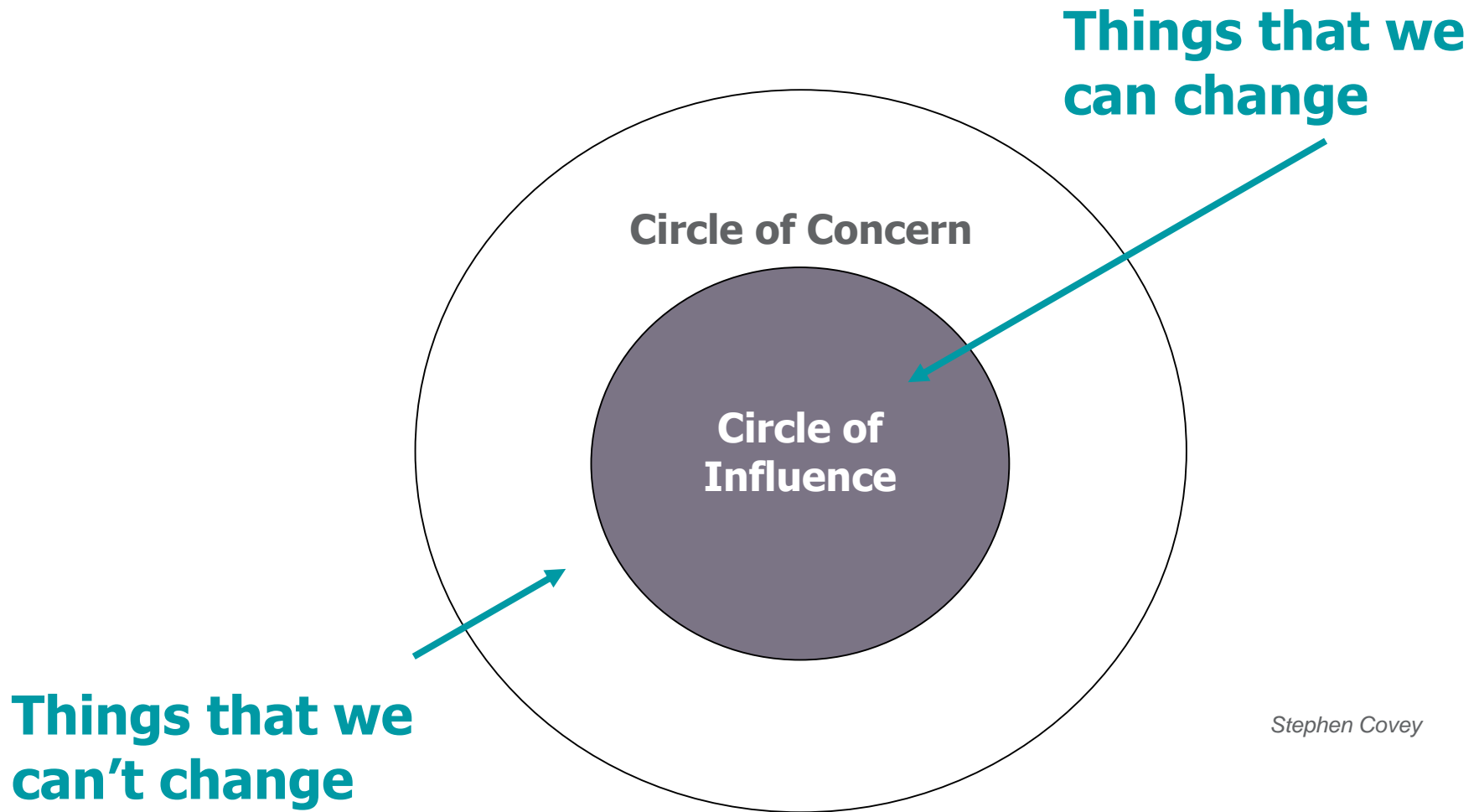
“What can I control in this situation?”

“What can I do to influence this situation?”

“What do I have to accept here?”

# Circle of Influence

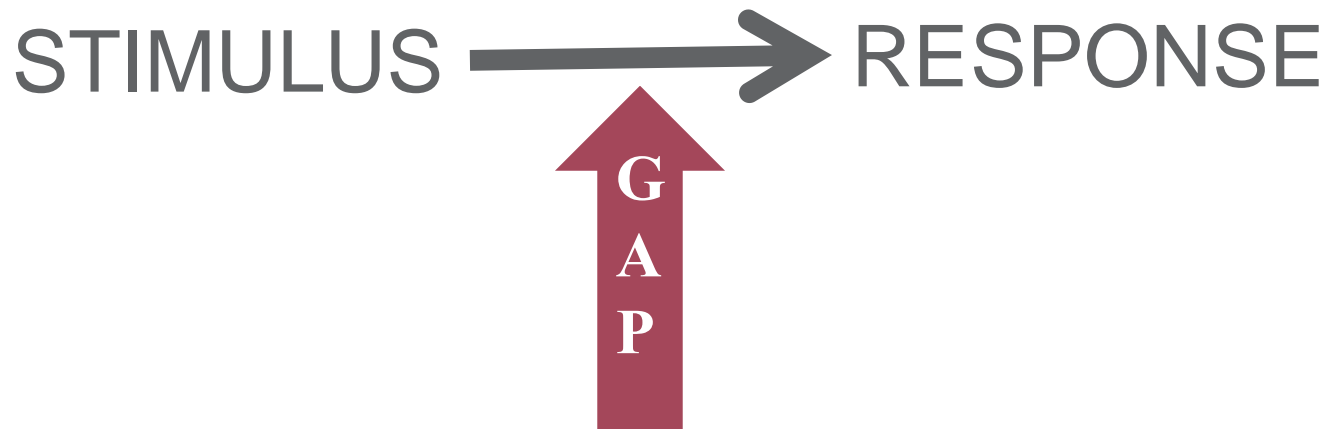
---



*Stephen Covey*



# Your choice .....



**= the moment of choice**

# Group discussion



In small groups:


Share ideas for / experience of using these or any other tools and techniques



note any useful ideas that emerge from your discussion

# Top tips for embracing change .....

---

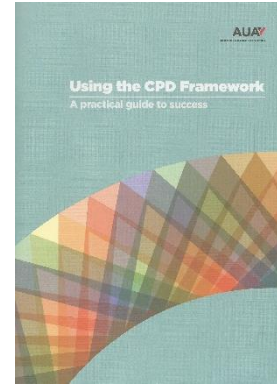
- 
- focus on what will be gained from the change
  - take small steps to acclimatise to and normalise change
  - stay focused, be proactive not reactive
  - let go of the past
  - reflect on what you've learned and apply it in the future

- B** - bad times don't last and things get better
- O** - other people can only help if you share with them
- U** - unhelpful thinking only makes you feel worse
- N** - nobody is perfect, not you, not your boss, not anyone
- C** - concentrate on the good things, no matter how small
- E** - everybody experiences setbacks, they are part of life
  
- B** - blame fairly, negative events are usually a combination of things you did, things others did, and just bad luck
- A** - accept what you can't change, and try to change what you can
- C** - 'catastrophising' makes things worse, don't fall prey to believing in the worst interpretation, don't make a crisis out of a drama
- K** - keep things in perspective

# CPD Framework resources and further support



## Guide to Success



The CPD Framework site:  
[aua.ac.uk/professional-development/cpd-framework/](http://aua.ac.uk/professional-development/cpd-framework/)

The AUA National Office  
[aua@aua.ac.uk](mailto:aua@aua.ac.uk)



***Thank you  
for your contribution  
to this session***