

Ten Things Employees Can Do to Deal With Change

1. **Admit** that many changes cannot be controlled; the changes are imposed on you.
2. **Identify** the things (events, emotions and responses) that you can control versus those you can simply influence and take the appropriate actions.
3. **Believe** through introspection and support from others that you can restore yourself to a sense of sanity about the situation and events being faced. Seek to understand the change being implemented, as well as your response, before you attempt to have others understand you and your response.
4. **Develop** or strengthen your network of support for embracing the change versus a network of support to resist it.
5. **Increase** your conscious attention to a balanced, healthy lifestyle; mental, emotional, physical and spiritual.
6. **Seek** to understand the origin of your fears, anger and resentments about the changes.
7. **Consciously** develop a plan to overcome the causes of resistance about the changes.
8. **Look** for the positive benefits of embracing the change, as opposed to dwelling on the past or the negative implications as you perceive them.
9. **Realize** that the change is likely to occur – has already occurred – whether or not you embrace it.
10. **Reflect** on the experience, consider how you deal with the specific change event, and seek ways to learn from it. This will help you prepare for the next change, which will probably occur in the near future.

Source: John L. Bennett
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