

Revival of the Fittest:

Skills For Coping With Change



Presented by

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A NEW BEGINNING

The Party Is Over...

- Entitled vs. Merited

Who Are The Party Poopers?:

- Cash Crash
- Competition
- Customer

Need to Change Focus:

Policies and Rules \Rightarrow Competition & Customers

Change Will Require:

- Reconfiguration Of Organization Culture
- Realigning Skills With Needs Of The New Beginning
- Becoming A Quick Change Artist

RESISTANCE vs. RESILIENCE

Change Is Difficult

- Perceptions Set
- “Breaking Set:

Reasons For Resistance:

- Job Security
- Limbo
- Loss
 - Economic
 - Psychological
 - Social
- Expanding Comfort Zone
- Lack Of Involvement
- Misinformation
- Shaken Loyalty
- New Behaviors Required

RESISTANCE vs. RESILIENCE continued

Reasons For Resistance...continued

- Limited Vision
- Resistance Rewarded
- Fear Of Failure
- Exhaustion
- Negative Emotions
- Dashed Dreams

Can't Go The Distance With Too Much Resistance...

The Survivor's Route to Resilience:

- Express Emotion
- Emphasize Benefits
- Open Communication
- Behaviors I Can Keep

RESISTANCE vs. RESILIENCE continued

The Survivor's Route to Resilience...continued

- Behaviors I Can Learn
- Identify A Role Model
- Examine Options
- Practice Patience
- Recommitment
- Rely On Support
- Admit Personal Prejudices
- Take Physical Responsibility
- Acknowledge Accomplishments
- Establish Short Term Goals
- Sense of Humor

VICTIM vs. SURVIVOR

The Seven R's Of Recovery

- Reserve
- Replenish
- Revive
- Retrain
- Ready
- Release
- Rally

“TEAM” Has 2 Definitions In Webster’s:

1. Persons **WORKING** or **PLAYING** Together

OR

2. _____

**What then, is the true gospel
of consistency? Change!”**

Mark Twain, 1887

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