Three Steps for Thriving In Chaos: Managing Change

Webinar Note Sheets

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BRAIN SCIENCE

Stress: ________________________________
________________________________________________________________________
________________________________________________________________________

Exercise: ________________________________
________________________________________________________________________
________________________________________________________________________

FIRST PRIORITY
SECOND PRIORITY

Percent of business initiatives that fail _______________________

What’s the #1 reason change initiatives fail?

____________________________
MANAGING CHANGE

“Understanding and

___________________________
the risks so we can

___________________________
on the opportunities.”

CHANGE

☐ An event that occurs when something
new starts or something old stops

☐ Happens __________________________ of us

☐ Takes place at a __________________________ point
in time

☐ Can be perceived as life-changing or
insignificant, positive or difficult
TRANSITION

- The gradual, subjective psychological process we go through when a change impacts us
- Takes an _______________________________ amount of time
- Happens _______________________________ us
- Happens in _______________________________ phases

THE TRANSITION PROCESS

Three Phases

Based on Managing Transitions by William Bridges
ENDINGS

Transitions start with an ending

The “old way” ends and a “new way” begins

ENDINGS EMOTIONS

Anger
Sadness
Denial
Anxiety
Grief
Frustration

Betrayal
Shock
Fear
Resentment
Relief
Excitement
THE NEUTRAL ZONE

- A period of time between the ______________________ and ______________________ situation
- Can be used to foster great ______________________ and problem solving

NEUTRAL ZONE EMOTIONS

- Impatient
- Hopeful
- Disconnected
- Lost
- Apathetic
- Doubtful
- Frustrated
- Cautious
- Creative
- Disoriented
- Confused
- Afraid
NEW BEGINNINGS

- Take place when someone has fully entered in the new reality
- Marked by a sense of

NEW BEGINNINGS EMOTIONS

- Settled
- Excited
- Renewed
- Clear
- Confident
- Energetic
- Satisfied
- Enthusiastic
- Eager
- Completion
- Peaceful
- Closure
STRATEGIES FOR ENDINGS AND THE NEUTRAL ZONE

1. Recognize _______________________

2. Sort Your _______________________

SIX TYPES OF LOSSES

- Attachments
- Turf
- Structure
- Future
- Meaning
- Control
3. Conduct a Reality Check
4. Appreciate What Was
5. Imagine the Future
6. Clarify Your ________________

6. CLARIFY YOUR FOCUS

<table>
<thead>
<tr>
<th></th>
<th>In Your Control</th>
<th>Not in Your Control</th>
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</thead>
<tbody>
<tr>
<td>Take Action</td>
<td>________________</td>
<td>Spinning Your Wheels</td>
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<td>Wait and See</td>
<td>Missed Opportunity</td>
<td>________________</td>
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There are four primary patterns, or styles, of behavior:

- Controller
- Persuader
- Stabilizer
- Analyzer

Each style has its own strengths, blindspots and needs.
**BEHAVIOR STYLE NEEDS**

**Controller - Results**
- To be in ______________________
- Options
- To make ______________________
- Action and ____________________

**BEHAVIOR STYLE NEEDS**

**Persuader - People**
- To be _________________________
- Recognition and praise
- To work ______________________
- Incentives
**BEHAVIOR STYLE NEEDS**

**Stabilizer - Relationships**

- Security
- Agreement

**BEHAVIOR STYLE NEEDS**

**Analyzer - Quality, Accuracy and Perfection**

- To get it ______________________
- Precision and accuracy
- ________________________ explanations
- To know the ________________________
**DEEP CHANGE**

- At the core, thriving in chaos is not about technique or skills; it is about ________________________
- This type of approach to change requires a personal perspective
- Adopting this perspective is usually very difficult because it requires an openness to ________________________

**THREE STEPS FOR THRIVING**

1. ________________________________

2. ________________________________ and tools to help manage your transition process

3. Be ______________________________ to deep change

**Thank You!**

George Myers, President
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