



EAP Educates: Managing Change

Things to realise about CHANGE:

- It is the one constant in our lives
- It occurs all the time because we live in a dynamic and moving society
- It can be small (like changing the colour of your hair)
- It can be big (like being retrenched)
- It is sometimes within our control and sometimes it is beyond our control
- It is often given negative connotations and makes us feel stressed because it forces us to confront something new / different and in doing so takes us out of our comfort zone (what we know and feel comfortable with)

The Way We Perceive Change Determines How We Will Cope With It!

Most people think about change in one of two ways.

THREAT	OPPORTUNITY
As a threat it makes us feel: <ul style="list-style-type: none">▪ scared▪ anxious▪ angry▪ frustrated▪ unmotivated▪ depressed	As an opportunity it makes us feel: <ul style="list-style-type: none">▪ excited▪ optimistic▪ motivated▪ challenged▪ enthusiastic
In this instance, we will resist the change because we view it as a loss.	In this instance we embrace the change because we see it as a gain.

Tips to help you cope with change

- Change will create stress because it means confronting something new
- It is normal to have positive and negative feelings about the change, so acknowledge all your different feelings
- Formulate a coping plan to manage the negative aspects of the change so that you can minimise your stress
- Focus on the positive aspects of that change so that you can start to view it also as a gain and not just as a loss
- Accept the change as soon as possible. Denying it will only prevent you from dealing with it
- Grieve the loss that the change will bring. Acknowledge and express painful feelings associated with the change. This will help you manage the change more quickly and positively
- Think about how you have coped with change in the past. Draw on those coping skills to ease you through the transition the change is bringing
- Talk to a friend or family member. Getting support is important. Don't deal with this on your own.

- Seek professional assistance if you start to feel increasingly depressed, helpless or hopeless.

CONTACT YOUR EAP FOR MORE INFORMATION OR CONFIDENTIAL ASSISTANCE