Empowering Resiliency: Skills for Success During Challenging Times
Agenda:

- Change process
- Stressors
- Processing and application
- Highly engaging
- Wrap-up
Ever felt like this while stressed?
Transition in Change

End
Neutral Zone
New Beginning
THE KÜBLER-ROSS CHANGE CURVE

Morale and Confidence

Shock
- Surprise or shock at the event

Denial
- Disbelief; looking for evidence that it isn’t true

Frustration
- Recognition that things are different; sometimes angry

Decision
- Learning how to work in the new situation; feeling more positive

Integration
- Changes integrated; a renewed individual

Experiment
- Initial engagement with a new situation

Depression
- Low mood; lacking in energy

Create Alignment
Maximize Communication
Spark Motivation
Develop Capability
Share Knowledge

Time
Common thoughts:
• What will I **lose**?
• What will be **different**?

What can I do?:
• Describe the loss in **detail**.
• Don’t feel pressure to focus on the **benefits** yet.
• **Allow** them to **grieve** what is being lost.
• Acknowledge and **validate**.
Succeeding In Stress

THE KÜBLER-ROSS CHANGE CURVE

- **Morale and Confidence**
  - **Denial**: Disbelief; looking for evidence that it isn’t true
  - **Shock**: Surprise or shock at the event
  - **Frustration**: Recognition that things are different; sometimes angry
  - **Depression**: Low mood; lacking in energy
  - **Experimen**: Initial engagement with a new situation
  - **Decision**: Learning how to work in the new situation; feeling more positive
  - **Integration**: Changes integrated; a renewed individual

- **Time**

- **Create Alignment**
- **Maximize Communication**
- **Spark Motivation**
- **Develop Capability**
- **Share Knowledge**
What are you willing to let go of?
SMART Goals

1. Specific
2. Measureable
3. Actionable
4. Relevant
5. Time-bound