

POSITIVE RESPONSES TO CHANGE

OVERVIEW

If the only constant these days is change, it's vital for all employees to respond swiftly and positively to the many changes they face or will face in their jobs. Because of the natural human resistance to change, however, it's easy for them to feel victimized, and as a result to be left behind or, worse, to seek other employment.

This module offers a four-step process for making the most of change, rather than resisting or just enduring it. After a fanciful video examination of resistance to change, the module helps participants come to grips with their own resistance, weigh their options, find positive responses, and encourage others to do the same. The module fosters practical optimism by helping participants see the bright side of the new situation, rather than dwelling on what is lost.

LEARNING OBJECTIVES

- Give several reasons why people resist change.
- Explain the change dilemma—people naturally resist change, but organizations need people who are flexible.
- Use a wide variety of behaviors—FLEX Steps—to respond positively to change.

SKILL STEPS

- Face your thoughts and feelings.
- Learn more about the change.
- Express yourself in positive actions and words.
- eXplore ways to make the change work.

LENGTH OF SESSION

- 2 Hours