



Change – Are You Embracing It or Just Tolerating It?

A 60-minute Webinar

Step back in time...what changes have you seen in your lifetime in **any one** of the following areas: travel, communication, financial, entertainment?

Think of 1 company or organization that **did not change** and should have:

Think of 1 company or organization that **has continually changed**:

Why do you think those who changed did so? _____

Who are **your** “competitors?” _____

What is one significant change you have you seen in your library (excluding any change brought about specifically due to the pandemic)?

Why do you think that change was made in your library? _____

WHAT YOU SHOULD KNOW ABOUT... CHANGE, CHANGE, CHANGE!

1) Half of what is known today was not known _____ ago.

The amount of **information** is now doubling every _____.

2) With knowledge comes _____.

3) Change can mean negatives **and** positives – example of email, texting, etc.:

+ _____ - _____

LINDA BRUNO ~ LindasWorkshops@gmail.com

www.LindasWorkshops.com

Online ~ 1.0 ~ 07.21

WHY IS IT SO DIFFICULT TO DEAL WITH CHANGE?

- 1) Some of us withdraw and let our feelings “_____.”
- 2) Some of us have changes occurring in other areas of our lives, leaving us feeling as if we have _____ left to deal with workplace change.
- 3) Some of us have stronger “_____ systems.”
- 4) Change often results in _____.

Fear of:

_____	_____
_____	_____
_____	_____

WHAT HAPPENS WHEN WE HAVE TO “ABANDON” THE OLD WAY?

- 1) _____ disappear.
- 2) _____ increases.
- 3) _____ are more frequent.
- 4) _____ decreases.
- 5) Sometimes, _____ takes a hit.

→ How do **I** feel about the changes going on around me?

→ How might my **self-esteem** be affected?

AVOIDING THE RESISTANCE TRAP ~ The Many Reasons for Resistance

Resistance usually comes from good people who are struggling to protect themselves and their families. When we resist change efforts, we feel we do so for very legitimate reasons:

- 1) We feel a loss of _____.
- 2) We are _____ in change.
- 3) We honestly believe that it’s a _____.

- 4) We have seen other change initiatives fail; we don't want to _____
in something else that will fail.
- 5) We want to avoid damage to our self-worth by changes that:
- reduce our _____,
 - make us feel _____,
 - or make us appear _____.

WHAT ARE You SAYING ABOUT THE CHANGES?

HOW CAN I ADJUST TO THE CHANGES AROUND ME?

DO YOU HAVE ANTS??

A _____

N _____

T(s) _____



Describe one **ANT** you've experienced with a recent change in your library:

What are some of the aspects of your organization that might be affected by your resistance to change (or others' resistance)?

One way of setting **ANT** traps, is to turn your **ANTS** into **PETs**... acknowledge that many, if not most, of the changes you are experiencing may be:

P _____

E _____

T(s) _____



Describe how you can **make a PET** of one of your **ANTS**...

What thoughts have come to mind for you regarding how you can embrace change as we've gone through this part of the session?

HOW CAN I ADJUST? LET'S TAKE THE FIRST 4 STEPS...

- 1) There are 4 basic steps to managing change:
 - a) Understand the _____ for change.
 - b) _____ the **need** for change.
 - c) _____ the change day-to-day.
 - d) _____ your attitude regarding the change.
- 2) View change as a _____;
don't be a _____.
- 3) Admit that change is rarely entirely _____.
At the least, it offers you a chance to _____ and grow. Change challenges you and makes you a _____ person.
- 4) Understand that **change = stress =** _____; will you allow that stress energy to be _____ or _____?
- 5) Acknowledge that change is _____.
You won't be overwhelmed every time change occurs if you **realize it will occur**.
- 6) Avoid these other **ANTs** which are also _____ - _____:
 holding _____
 placing _____
 feeling _____
- 7) Realize that people who look forward enjoy life much more than those who are forever looking _____.
- 8) Occasionally look at how your job is currently changing and how it may change in the future. Don't be _____.
- 9) Don't try to _____ the "old way."
- 10) Make a choice to see most change as a _____,
rather than the _____ of a _____.
- 11) Acknowledge that our attitude about change determines our _____.

I will embrace change, rather than just tolerating it, by: _____

