Taking control in the Face of Change

With

Shari Goldsmith LISW of Resilience
Fixed Mindset

vs.

Growth Mindset
Positive Illusions
Body Response to Stress
Resilience

Is Resilience Innate or Learned?
Quick Fix

Give your allotted time to worry/stress every day.
Set a timer for 5 minutes and just stress!
When time is up, say to yourself, “I’m done and ready to move on”.
The History of Resilience

Commitment

Control

Challenge
Resilience and Commitment

How committed are you?
Resilience and Control

a. How do you put a giraffe in a refrigerator?

b. How do you put an elephant into a refrigerator?

c. The Lion King is hosting an animal conference and all the animals attend except one. Which animal does not attend?

d. There is a river you must cross that is inhabited by crocodiles. How do you manage it?
Quick Fix

Write down every possible solution when you are stuck solving a problem. Don’t eliminate bad or crazy ideas. Put the many ideas in order of workable solutions.
Resilience and Challenge

“Room for Growth”
Transformational Coping

Treat uncomfortable situations as problems to solve. Work through the steps to solve the issue. Draw observations, insights and wisdom from the experience in order to Learn and Grow.
Quick Fix

Breathe
End Goal
Strategy
Take Action
“40% of our daily lives are made up of habits”
Quick Fix

Action Trigger:
Connecting the desired action with another, so it will trigger the desired behavior.
<table>
<thead>
<tr>
<th>Reason for Resistance</th>
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<tbody>
<tr>
<td>Uncertainty/Fear of the Unknown</td>
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<tr>
<td>Change Forced to Quickly</td>
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<tr>
<td>What came before the Change?</td>
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<tr>
<td>Fear of Incompetence</td>
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<tr>
<td>Ingrained Habits</td>
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<tr>
<td>The Why hasn’t been communicated</td>
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<tr>
<td>Lack of Participation in the CHANGE</td>
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<td>Lack of Trust in Leadership</td>
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<tr>
<td>Cost Outweighs the Benefits</td>
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<tr>
<td>Old history where CHANGE didn’t work</td>
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</tbody>
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Quick Fix

How do you sell CHANGE to your team?

They will follow your lead
Authenticity and Validation
Help them “feel” the Change
Make it bigger than the both of you
Emotional Triggers and Values
Quick Fix

Be aware of your triggers and understand what is beneath the response.
Identify the emotion.
Understanding your WHY?
Change Is a Choice