

# Staying Afloat in a Sea of Change



WebJunction Webinar  
January 15, 2015

# Welcome & thanks for joining us today!

## Your host:

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## Our goals for this hour:

- ❖ Examine common responses to change
- ❖ Explore ways to recognize resistance to change in ourselves & others
- ❖ Discuss ways to manage change-related stress
- ❖ Devise strategies to adapt to workplace & personal change.



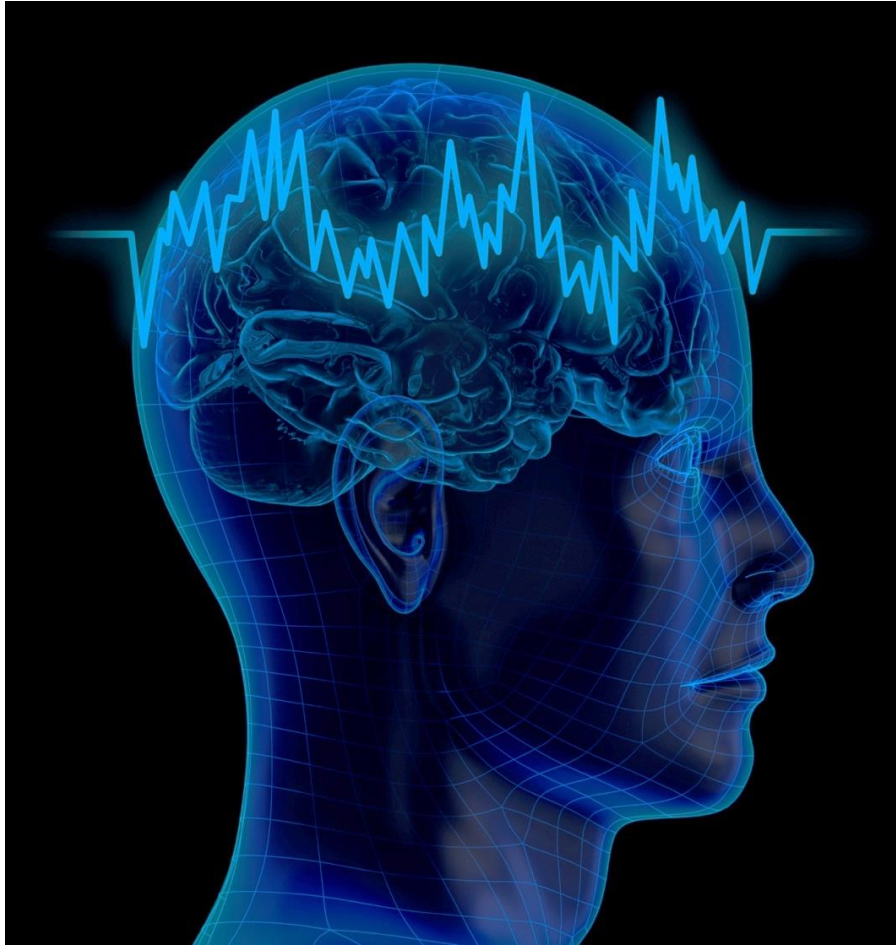


Shoebbox  
Coping With Change

**How does Change change us?**



# Brain Researchers\* say...



Your brain is constantly trying to balance

- Your sense of **safety**.
- Your desire for **stimulation**

Change upsets one's sense of safety. It presents a **risk**.

Change can also represent a **reward**. It keeps your brain from being bored.

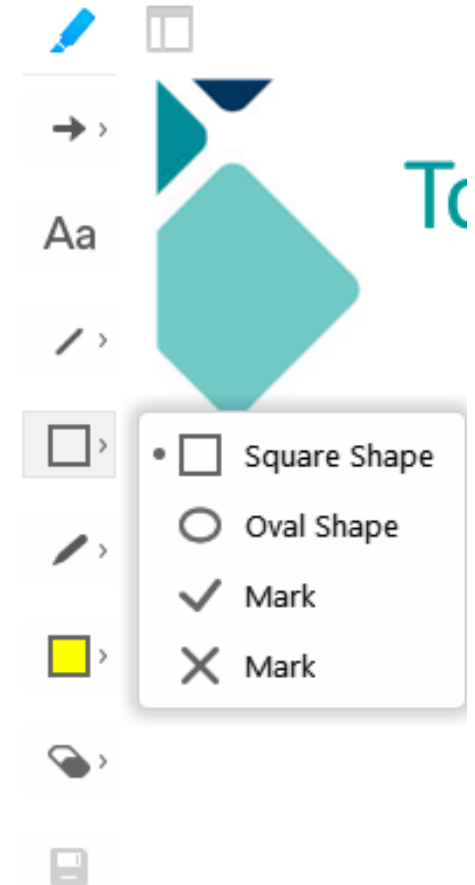
\* *John Medina - Brain Rules: 12 Principles for Surviving and Thriving at Work, Home, and School (Pear Press, Feb 2008)*

# Annotation Tools

The tool buttons are in a row on the left side of your screen  
To use a tool, click on the icon, then click anywhere on the screen.

## Check mark

- Icon is a square
- Use the drop-down menu and choose the check mark.



# How Do You\* Respond to Change?



**\*“Individual results may vary.”**

# How Does YOUR LIBRARY Respond to Change?



Like individuals, organizations have differing attitudes towards change.



# Two Models of Change Theory



# Elizabeth Kubler-Ross

## Stages of the Grief Cycle

"NORMAL"  
FUNCTIONING



### Shock and Denial

- Avoidance
- Confusion
- Fear
- Numbness
- Blame

### Anger

- Frustration
- Anxiety
- Irritation
- Embarrassment
- Shame

### Depression and Detachment

- Overwhelmed
- Bleds
- Lack of energy
- Helplessness

### Dialogue and Bargaining

- Reaching out to others
- Desire to tell one's story
- Struggle to find meaning for what has happened

RETURN TO  
MEANINGFUL LIFE

- Empowerment
- Security
- Self-esteem
- Meaning

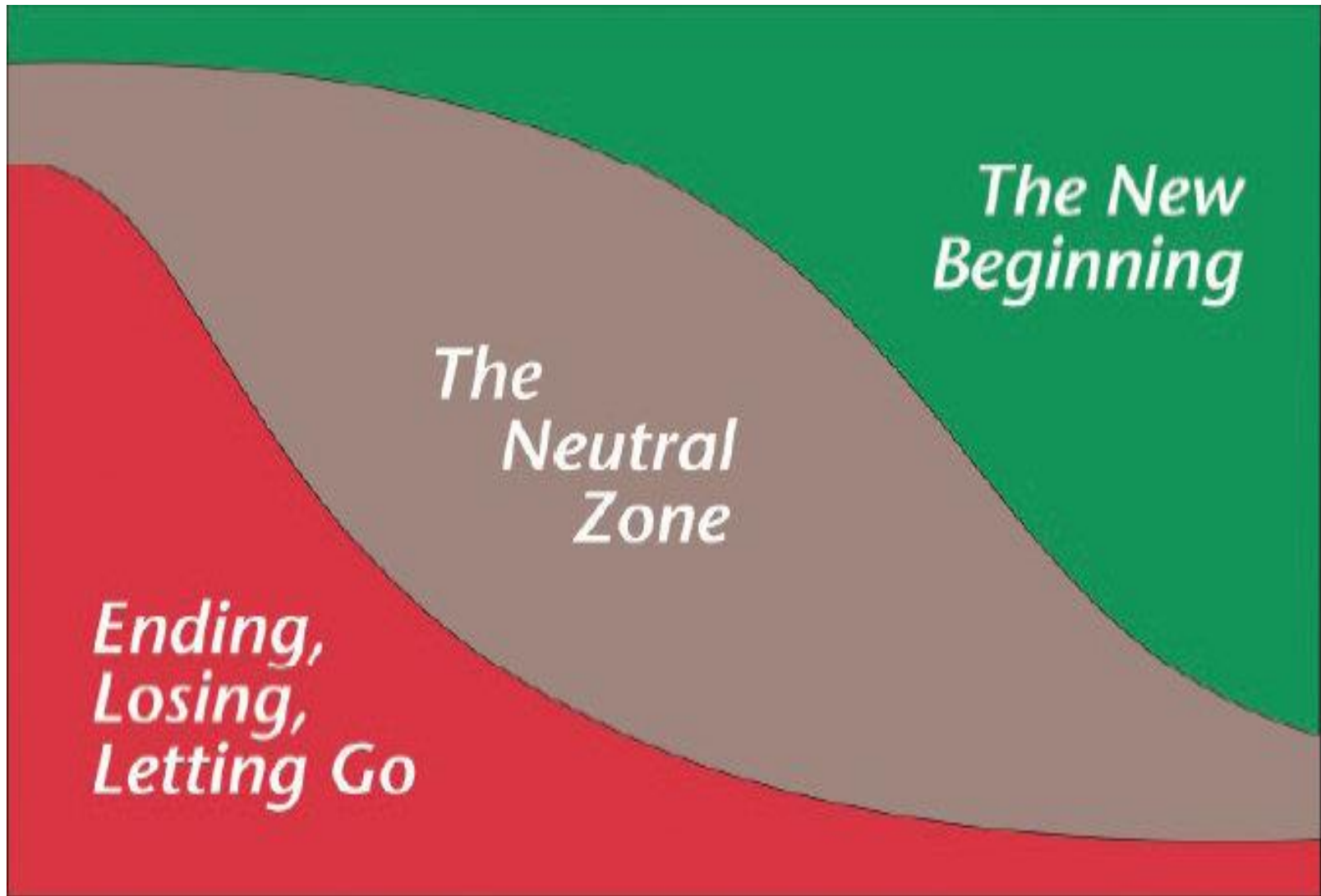


### Acceptance

- Exploring options
- A new plan in place

Adapted from Kübler-Ross, 1969

# William Bridges



# The Sights & Sounds of Resistance:

## Ending/Letting Go –

May include anger, resistance, bargaining, feeling down or blue. “This is stupid!” or “I’ll show them!”



## Neutral Zone –

Analyzing, investigating, exploring, imaging the possibilities. “This might just work.”



## **New Beginning/Acceptance -**

Discovery, excitement, commitment to the new, a sense of beginning, the new normal. “This is going to be okay.”

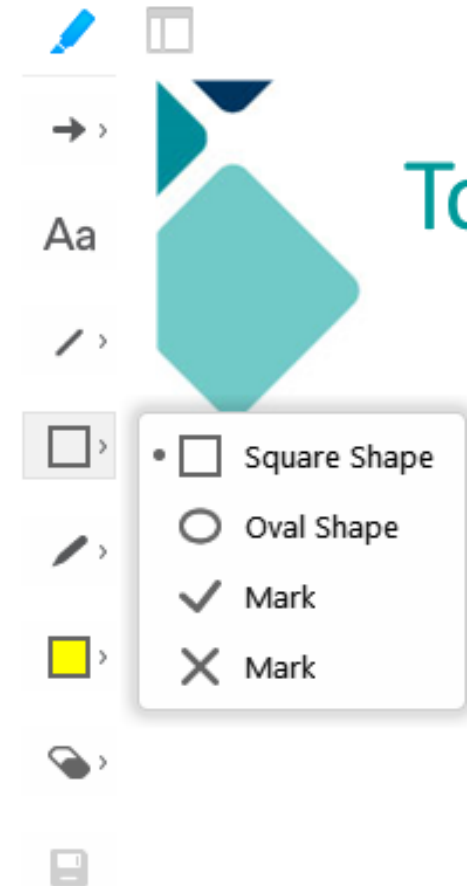


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**Where are you? What do you need to help you move from left to right? Who can help you get what you need?**

*The New Beginning*

*The Neutral Zone*

*Ending,  
Losing,  
Letting Go*



# Tips for Navigating



# What's Really Changing?

**Are there people, places or things I will lose as a result of this change?**

***Are there ways I can maintain those relationship despite the change?***

**Is there a task or role that I was proud of that I don't/won't do anymore?**

***Are there new responsibilities I could take on? Other ways I could express the pride I take in my work?***

**Has my routine been disrupted? Am I working out of my comfort zone?**

***How long did it take me to establish my old routine & expertise?***

***If I allow some time, can I establish/get comfortable with a new one?***

**Do I feel like things are happening beyond my control?**

***If I can't control this particular thing, are there other things about the situation I can control?***

- 
- **Identify your resources & allies.**
  - **Pick your new destination.**
  - **Plan your route.**

# Take care of yourself

If change equals stress, how can you deal with stress?



# If change equals stress, how can you deal with stress?

- Talk to co-workers
- Exercise
- Get enough sleep
- Eat (hopefully, right)
- Minimize other stress
- “Pick your battles”
- Escape, either physically or mentally
- Friends & family
- Shop
- Meditate/Pray
- Journal
- Breathe
- Support each other
- Use an Employee Assistance Program or other resources

# How **WILL** you deal with Change?

**Take a few moments to make a contract with yourself (or with a colleague).**

- What are 2 things I can do to take care of myself as I move through this transition?
- What is one thing I can do to support my workgroup as we move through this change?

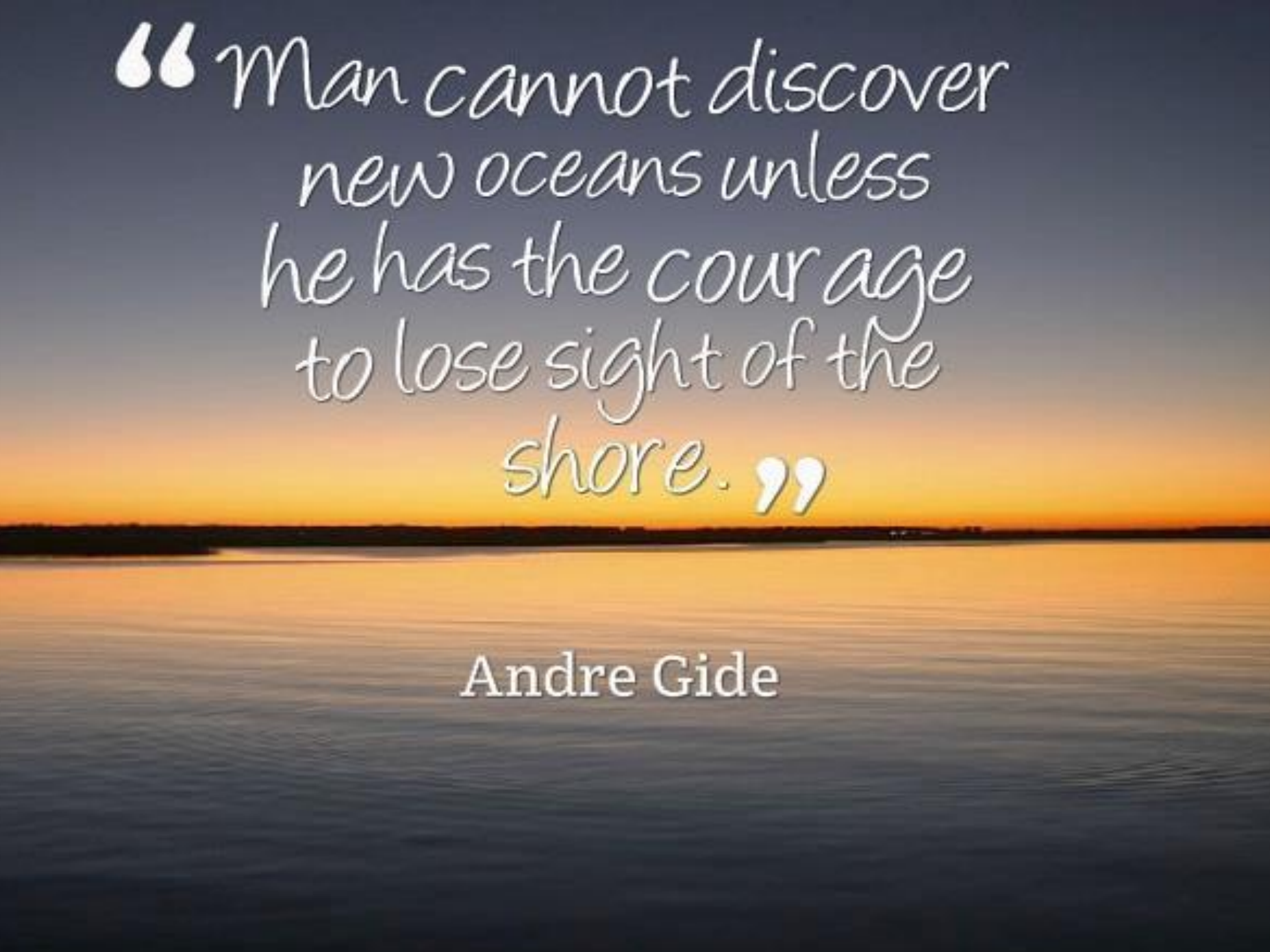
# So, what did we cover today?

- ❖ Examined common responses to change
- ❖ Explored ways to recognize resistance to change in ourselves & others
- ❖ Discussed ways to manage change-related stress
- ❖ Explored strategies to adapt to workplace and personal change.

**Questions?  
Comments?**

**Thank you for joining us today!**



A serene sunset scene over a calm body of water. The sky transitions from a deep blue at the top to a bright orange and yellow near the horizon. The water reflects the colors of the sky, creating a shimmering effect. The quote is written in a white, cursive font, centered in the upper half of the image.

“Man cannot discover  
new oceans unless  
he has the courage  
to lose sight of the  
shore.”

Andre Gide