

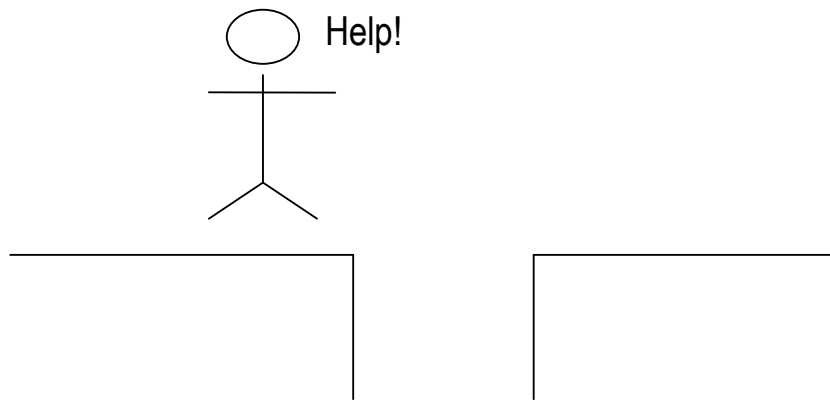
Change

We have all managed - more or less effectively - number of changes. e.g. from home to school, from school to work. The memory of previous changes can give us encouragement to manage the next. On the other hand we may need to work on past changes that we have found difficult because they may be holding us back. The past may need tackling before we can take on the future.

What is change?

Material taken from 'Transition: Understanding and Managing Personal Change' by John Hayes and Barrie Hopson, Publ. Martin Robertson 1976.

"A change is a discontinuity in a person's life space"



A change creates feeling of uncertainty and anxiety about moving from where we are to where we shall be.

What types of change are there?

Predictable and voluntary	e.g. getting married
Predictable and involuntary	e.g. going to school
Unpredictable and voluntary	e.g. computer dating, betting
Unpredictable and involuntary	e.g. a car accident

If we feel in control of a change we can often manage them better.

How do we feel about organisational change?

Organisation wants change : Individual wants change	OK
Organisation wants change : Individual does not want change	PUSHED
Organisation does not want change : Individual wants change	BLOCKED
Organisation does not want change : Individual does not want change	OK

What are the personal stages of change?

You may be familiar with the idea that grief can be seen as a series of typical stages.

A similar model has been put forward for looking at how an individual reacts to change.

- a) Freezing up
- b) Playing it down
- c) Depression
- d) Accepting reality
- e) Practising for the new
- f) Linking the past present and future
- g) Identifying with the change

You may go through all these stages, miss some out, or go up and down, before you begin to identify with the future.

Change and Stress

Changes involves stress, all changes hold the possibility for growth. The degree of stress involved will depend on a number of factors.

- a) individual personality
- b) health
- c) presence/absence of support i.e. family, friends
- d) number of stresses present at one time
- e) intensity of the stress
- f) how long the stress lasts
- g) importance of the change for the individual

Change is inevitable and we all have experience of getting used to changes. Yet we need to have some stability, at times of change. It is almost as if we need a “place of safety” from which we can venture out and to which we can return. These safe places have been identified as “stability zones”. They will vary from individual to individual and may change over time.

Stability Zones

- | | | |
|----|---------------|---------------------------------|
| a. | ideas | beliefs, philosophy |
| b. | places | home, neighbourhood |
| c. | things | things that are precious to you |
| d. | people | key relationships |
| e. | organisations | structures at work or at play |

If we identify our own “stability zone” it may help us deal with change more effectively.

The basic message from this idea is not to seek too many changes all at once as this creates too much stress. But if you do have several changes happening at once remember to:-

“KEEP YOUR TEDDY BEAR”

As we grow older and experience more changes, we may need to find a meaning in change.

The death or serious illness of someone close to us can shatter our sense of meaning. If we are to make sense of our own changes we may well need to go back before we can go onward.