

Change Is The New Constant

IMPORTANT TAKEAWAYS

Module 1: Understanding Change

- Change is the act of making or becoming different. One thing is replaced with something else.
- Change is inevitable, and it isn't always positive.
- There are many types of change, and you're likely to experience several throughout your life.
- Change can lead to personal growth when it is appropriately navigated.
- Reactions to change differ from person to person and from situation to situation. None of them are wrong, and most are born from uncertainty.
- Resistance to change is a natural reaction called uncertainty bias. It has you view change as potentially harmful or negative.

Module 2: The Change Process

- The Transtheoretical Model (TTM) explains the five stages of change.

1 – Precontemplation

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- 2 – Contemplation
- 3 – Preparation and Determination
- 4 – Willpower and Taking Action
- 5 – Maintenance

- The emotional journey of change is similar to the six stages of grief.

- 1 – Denial
- 2 – Anger
- 3 – Bargaining
- 4 – Depression
- 5 – Acceptance
- 6 – Finding Meaning and Moving on

- To manage uncertainty and ambiguity during change, accept that change isn't always predictable and focus on what you can control.
- Effective communication is vital for facilitating successful change.

Module 3: Building Resilience in the Face of Change

- Resilience is essential when dealing with change. It keeps you moving forward rather than giving up.

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- Strategies for building resilience include practicing mindfulness, self-care, building a solid support network, and stepping out of your comfort zone.
- Resilient people have 11 characteristics.
 1. They understand change is inevitable.
 2. They are self-aware.
 3. They don't play the role of victim.
 4. They don't fear the unknown.
 5. Failure doesn't bother them.
 6. They are confident in their abilities.
 7. They understand change can lead to personal growth.
 8. They practice emotional regulation.
 9. They see change as a doorway to opportunities.
 10. They accept change.
 11. When they fall, they get up and try again.

Module 4: Leveraging Change for Growth

- Whether the change is positive or negative, it provides opportunities for advancement.

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- When processing change, failure can be an excellent teacher. Learn what lessons are there so you can be better prepared for success in the future.
- A few strategies for turning challenges into opportunities include:
 - Embrace change instead of resisting it.
 - Have a brainstorming session.
 - Revisit your values.
 - Help others learn from your failure, and you can benefit too.
- A growth mindset will always give you the best path to a positive resolution when experiencing change.

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