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Dealing with change positively

Bite Size session

go beyond

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Dealing with change positively

- Optimism v positivity
- Temperature check
- 3D change – all areas of our lives
- Reactions to change – your relationship with change
- The transition or loss curve
- The importance of communication
- So what's changed returning post COVID-19 lockdown
- Optimistic conversations

We don’t need positivity right now!

“ Nothing to see here, all’s fine ”

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Temperature check

How are you ?

Alright

Not too bad

Fine

Another day in paradise

Eh!

Good

Livin the dream!

Ok

So so

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Temperature check questions

- On a scale of 1-10 how are you doing this week?
- What contributes to that number?
- What could make it one point higher?

3D Change

IT'S PERPETUAL

Occurring all the time

IT'S PERVASIVE

In multiple areas of life

IT'S EXPONENTIAL

Accelerating at an increasing pace

Your Coronacoaster

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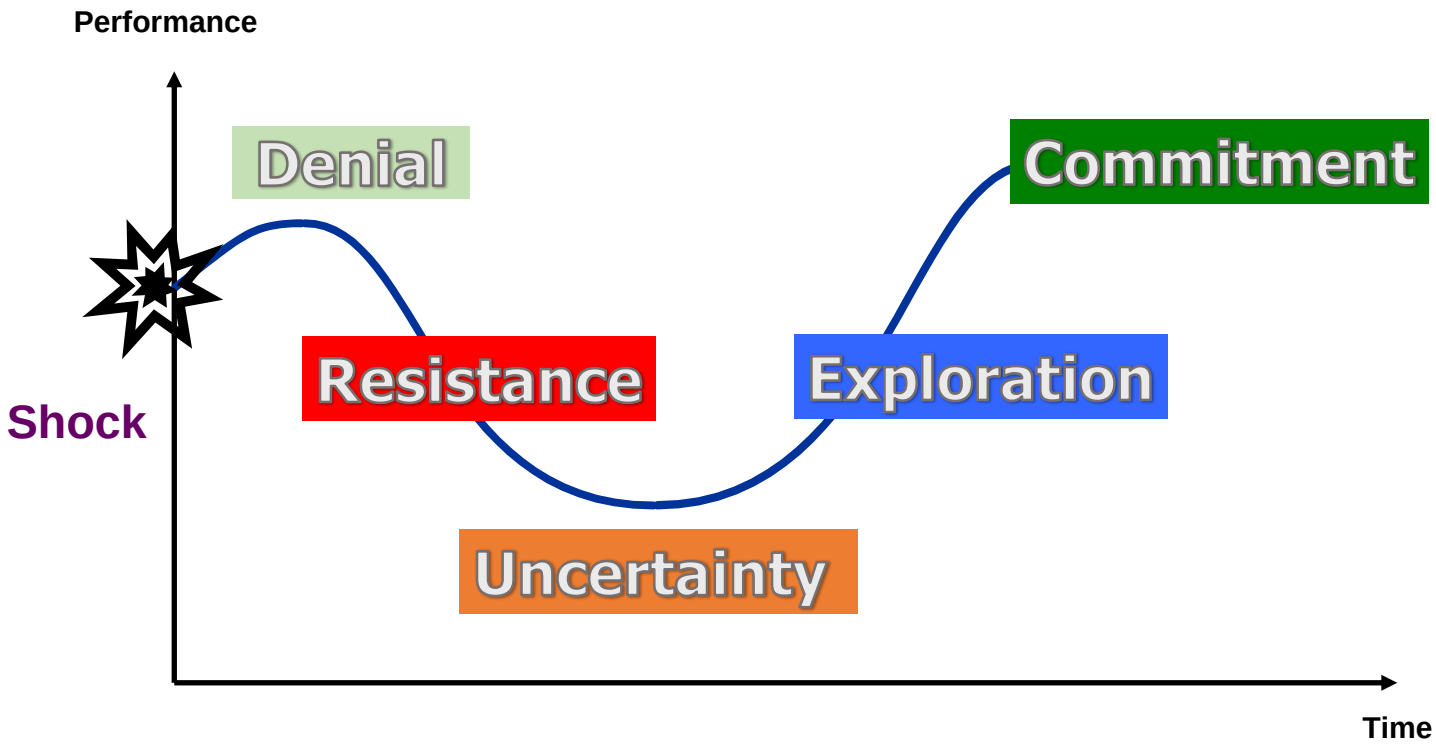
The Transition Curve



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Share your drawings

- Share your “Coronacoaster” drawing illustrating your emotional experience of lockdown
- What did you learn from each other?

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Change is experiential

- Change is an experience, cognitive, emotional, physical
- No two people experience it in the same way

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Coping with change

- **ESCAPE** coping – avoid or ignore.
- **CONTROL** coping – proactive – manage your feelings, get support, be part of the change.

How are you coming to terms with the “new normal” ?

Activity

Acknowledge the impact

- What is the greatest loss you have experienced during this pandemic?

- What is the greatest gain you have experienced during the pandemic?

Activity

Envision the future

- What are you learning about yourself during the pandemic?
- What do you want to take forward into this new way of working and living?
- What two words or phrases will remind you of how to apply what you've learnt?

Attentive companions

Storytelling

- Sharing and listening to each other's stories as "attentive companions" helps
- Find time to ask how people are and really listen
- Listen to experiences of challenges, happiness and reflections

Listening through filters

DELETE

DISTORT

GENERALISE

ASSUMPTIONS

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Listening levels

TO HEAR – WHAT I NEED TO HEAR

TO RESPOND – WHAT I WANT TO SAY

TO UNDERSTAND – WHAT IS HAPPENING FOR YOU

Listening levels - FEC

FOCUS

- LISTEN AT THE EMPATHETIC LEVEL
- NOTICE BODY LANGUAGE, VOICE TONE, HESITATION

ECHO

- USE COACHES WORDS "WHAT IS IT THAT LOVE ABOUT?....."

CURIOUS

- BE CURIOUS PROBE WITH MORE QUESTIONS
  " WHEN YOU SAY CHALLENGING WHAT DO YOU MEAN?"

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The Contagion Effect

Negativity is contagious - just like COVID!

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Activity

Optimistic Conversations

- So looking at the positives you have identified
- How can you keep these things alive?
- What will you do?
- What support do you need?
- How can you support others?

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