

What is Change?

- Characteristics of Change
 - Is consistent yet varies in degree and direction
 - Produces uncertainty yet is not completely unpredictable
 - Creates both threats and opportunities

"I know of no more encouraging fact than the unquestionable ability of man to elevate his life by a conscious endeavor."



What's My Paradigm?

We must guard against paradigm paralysis...A terminal disease of certainty. Sometimes your paradigm can become THE paradigm.

"The significant problems we face cannot be solved at the same level of thinking we were at when we created them."
-Albert Einstein



Capturing the Benefits of Change

Does My Paradigm Need Shifting?





Self Awareness

- Self Control – Keep impulses under control
- Trustworthiness – Maintaining standards of honesty and integrity
- Conscientiousness – Responsibility in managing oneself
- Adaptability – Flexibility in adapting to change or obstacles

DMEC
Quality Management
Empowerment

Self Analysis

- Self Analysis – When an individual understands him/herself, the change process becomes more easy and comfortable
- Suitable aptitude
- Capable of handling roles and responsibilities
- Stress tolerance level

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Self Esteem

- Psychologists usually regard self esteem as an enduring personality characteristic
- Self esteem can apply specifically to a particular aspect of oneself
 - I believe I am a good writer, and feel good about that
 - I believe I am a good person, and feel proud of myself in general

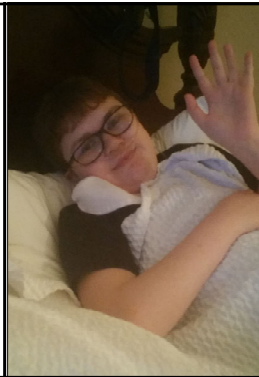
"All of us are crazy good in one way or another."

- Yiddish Saying



Healthy Self Esteem

- Experiences that lead to healthy self esteem include:
 - Being listened to
 - Being spoken to respectfully
 - Experiencing success
 - Having trustworthy friends
 - Living what you value



Self Efficacy

Self efficacy is what people believe about their abilities. It determines how people feel, think, motivate themselves and behave.

- High self efficacy enhances human accomplishment and personal well-being.
- Self efficacy is a major determinant for success and managing change.
- People with high self efficacy persevere and bounce back quickly after setbacks.
- Self efficacy is based on belief.
- Self efficacy leads to resilience.



Success Happens Through...

- Motivation - initiating, directing and maintaining effort under any circumstance. Motivation is based on desire.
- Achievement Orientation - guiding drive to maintain standards of excellence
- Initiative - readiness to act



Social Skills

The ability to interact, communicate and influence others effectively

- Developing others needs and sensing and bolstering their abilities
- Leadership more than manage to inspire and guide
- Use interpersonal skills to develop relationships and build bonds
- Communicate using honest, clear and convincing messages
- Be a change catalyst to initiate and manage change
- Work WITH others instead of them working FOR you
- Resolve disagreements fairly, consistently and collaboratively
- Use collaboration to create shared vision



Tools to Help Manage Change

- Assessments/Professional Development
 - Communication Styles
 - Leadership Styles
 - Conflict Resolution Style
 - Appreciative Inquiry
 - Coaching/Mentoring
- Reading
 - Good to Great
 - 7 Habits of Highly Effective People



