

# MENTAL HEALTH MOMENT

# MANAGING CHANGE

You likely have experienced a lot of change in the past year. As many people have redefined career goals and reset priorities due to the pandemic and its response, many workplaces have experienced changes in supervisors, work settings, team dynamics and beyond.

HERE ARE KEY TIPS FOR MANAGING CHANGE IN THE WORKPLACE

## ACKNOWLEDGE CHANGE

The first step is to **acknowledge it**. We often fight change because we like certainty. Certainty brings with it clarity & predictability, therefore change often causes us to feel threatened. However, accepting that change is happening steers us away from acting on frustration & resentment. Instead we can focus on: *How am I navigating change effectively?*

## EVERYONE RESPONDS DIFFERENTLY

A common change is a supervisor change. In these situations, **people often respond differently**. Some may welcome the change and feel it was needed. Conversely, others may have enjoyed the previous supervisor's management style. Acknowledge where you are. How do you feel about the change? Do you see others responding differently? If you are resisting this change, is there a time you championed previous changes? Our own response to change is often varied.

## REACH OUT FOR SUPPORT

After acknowledging change and understanding that everyone responds in their own way, **seek out support**. Ask others how they feel about the change. Listen to their response. Discuss your feelings in a professional and tactful way. Discuss your feelings more openly at home with a trusted partner, family member or friend. Talk through the change.



## FOCUS ON ADAPTABILITY

A key trait of workers that overcome fatigue and burnout is **their ability to adapt to change**. We all naturally tire from change. Understanding that we are most effective when we choose to adapt brings focus back to our mission and purpose in the work we do. Still struggling? Consider this...

## STRUGGLING? HELP IS AVAILABLE

It is not uncommon that people struggling with changes in the workplace seek professional support. As change can impact all areas of our life, seeking help through meeting with an EAP therapist is a great way to find private and confidential support. Set an appointment today!

The **Employee Assistance Plan (EAP)** is provided by your employer.

To schedule private and confidential counseling sessions:

**BOWEN**  
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**1 800 342 5653**



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