

Purpose

In this session, you will gain knowledge and skills on how to approach change including your role, how to seek support, and how to offer support to others who are going through change.

After this session, you will be able to:

- Understand how you experience and react to change by using Bridge's Transition Model
- Challenge your reactions and assumptions about change by asking curious questions
- Navigate change by identifying actions you need to take to support yourself and others

Session Reflection Questions

Question 1: What is an example of a change from your personal life?

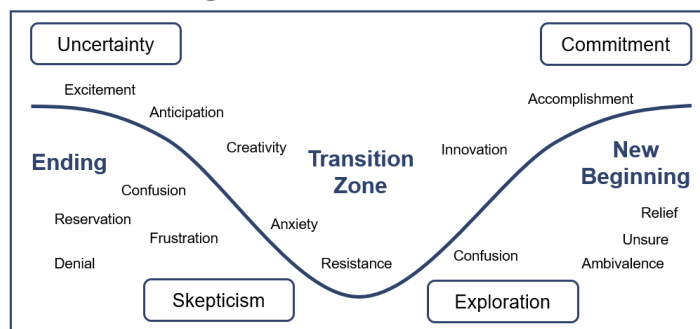
- What changed?
- What was your role?
- Who else was impacted?
- What did you need to do in that change?

Notes

Question 2: How do you react to change?

- Do you tend to view change as stressful or exciting?
- When considering Bridges' transition model, do your reactions to change tend to fall "above" or "below" the line?

William Bridge's Transition Model



Question 3: What is my first or natural response to change?

- What assumptions or predictions do I commonly make about change?
- How could you approach change differently in the future?

Notes

Navigating Change Activity

Change can often involve many parts and can feel overwhelming. This change activity can be used to help keep you focused on what you need to successfully navigate the change. Use this to reflect on the change you are experiencing and track any actions you plan on taking during the change process.

Some examples for the 'My Focus' column could include: seeking clarity from your leader, having a conversation with your peers, identifying resources or learnings you can leverage, or developing specific skills.

What is changing? What is the impact on me?	
Brief Description	
Do I have the awareness about the change (what, why, who, when)?	
Notes	My Focus
Do I have the desire to make the change?	
Notes	My Focus
Do I have the knowledge needed to make the change?	
Notes	My Focus
Do I have the ability to make the change happen?	
Notes	My Focus
Do I have the support for reinforcing what I've been learning?	
Notes	My Focus

Suggested Resources for Navigating Change

[OD&L Change Management Webpage](#): find resources to help you understand Fairview's approach to change, plan for change, lead change implementation, and develop your change leadership skills.

Highlighted resource from the webpage:

- [Stress Assessment Tool](#): Identify how you typically cope with stress at work. It helps you become aware of your “default” stress reaction, so you can recognize it and react productively.

[10 Questions Employees Have About Change](#). Online article from Prosci, a global team focused exclusively on change management.

Creasey, T. (2023, April 19). 10 Questions Employees Will Have About Any Change. Prosci.

<https://www.prosci.com/blog/10-questions-employees-have-about-change>