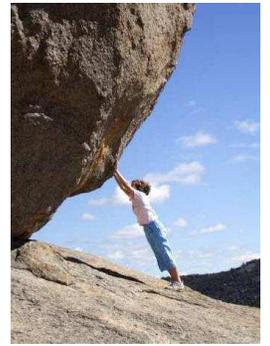


Challenges, Change, Opportunities & Action

"Believe in yourself and all that you are. Know that there is something inside you that is greater than any obstacle." Christian D Larson



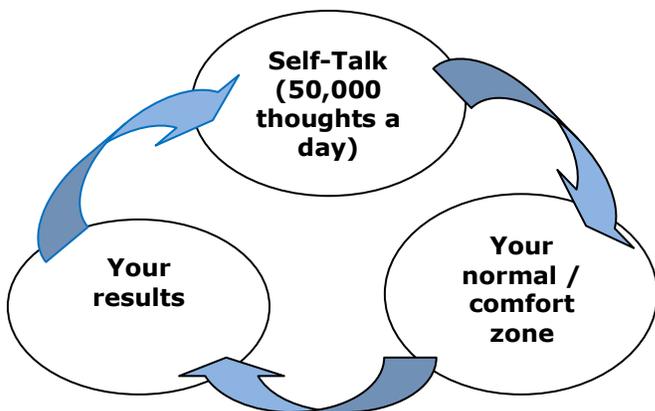
Comfort Zones

Change is hard. If it were easy everyone would be doing it. Change is also a choice. Your subconscious mind creates comfort zones based on what's happened to you in the past. The key to moving through change is to be aware of what comfort zones could be limiting you versus 'keeping you safe'. When you learn to intentionally push comfort zones you'll start to see change as an adventure. The fear of speaking in public was a huge comfort zone for me. When the fear of staying the same was greater than the fear of change, my fear of taking action decreased significantly.

Can you think of a time when you were painfully out of your comfort zone? If you have/had to face it again, what lessons learned did you/will you use to get through it?

Self-Fulfilling Prophecy

Science shows you have an average of 50,000 thoughts a day. Whether you are speaking out loud, thinking something or someone says something to you, it all counts. Remember that the subconscious takes everything literally and stores it in your brain. Your self-talk creates your normal/comfort zone and this determines the results you get in all aspects of your life. Below are some examples positive, negative and limiting self-talk. Can you tell which is which?



Examples of Self-Talk

- I don't do well at remembering names
- Things don't work out for me
- You're doing great!
- We've never done that before
- There's never enough time
- It's not my job
- I can't think before that first cup of coffee
- It's just one of those days
- How do we make it work?
- We work well together as a team!

Reflect on the following questions & then have a discussion with your team:

What is my organization's self-talk like, and how is it affecting our performance?

In what ways could I help to improve the collective self-talk of our organization? Hint: wearing a rubber band creates awareness of self-talk. The key is to flip-it from limiting/negative to positive.s

Look for the Bright Spots

The key to this next exercise is have a group brainstorming session. Write everything down that comes to mind, don't filter it, don't judge, just write!

1. What have others done to be successful through change?



2. We have the potential to.....

Obstacle or Opportunity?

This section was a great group discussion at the conference and it's similar to the exercise above. Write out the obstacles you are facing. For example 'lack of time'. Next envision the solutions to tackle this. A few ideas are listed but you can certainly come up with more.

Anticipate Potential Obstacles (Hills)

- Lack of time

- Lack of resources

-

-

Envision Solutions (Opportunities)

Shrinking Change & Taking Action

John Maxwell has a terrific process to help you prioritize challenges/opportunities and take action. This can be done individually and within your department. Take out a piece of paper and list the following words at the top:

ACT

CHANGE

TEACH

Once you've done that list all the items you want to ACT on. It doesn't matter what order, the key is to write them down. Now to prioritize, look through your list and number them 1, 2, 3, etc. to determine which you will ACT on first. The next column focuses on the things you want to CHANGE. Write everything down and number them in order of how you will tackle them. Finally is the TEACH column. The best education is by teaching someone else. It could be a new system, how to cultivate relationships, conduct employee reviews and the list goes on. Once again list everything you want to TEACH, number them and you're ready to take action.

Accomplishment List

It's been said the only way to eat an elephant is one bite at a time. The same is true for the challenges and opportunities you face. As you begin to complete the items on your A-C-T list be sure to keep an accomplishments list. This will give you 'bright spots' to remember and help you and your organization maintain motivation as you navigate the 'hills' along the way. List your accomplishments no matter how small they seem!

1. _____
2. _____
3. _____
4. _____
5. _____

This is only the beginning so be sure to download the following page and post it in your office. Consider posting another on the refrigerator at home for your personal accomplishments.

My Accomplishment List

When your resilience is being tested, remember that recognizing even the smallest accomplishment can help strengthen your spirit, and give you the tenacity to face another day.

1. _____
2. _____
3. _____
4. _____
5. _____
6. _____
7. _____
8. _____
9. _____
10. _____
11. _____
12. _____
13. _____
14. _____
15. _____
16. _____
17. _____
18. _____
19. _____
20. _____