
ProSeminar Top Tips Series

Dealing with Change - a personal strategy

It's not surprising that organisational change is one of great causes of work-based stress. Many of us are going to feel understandably fearful or threatened by it.

There's the fear of the unknown – uncertainty of the outcome. There's the fear that our current skill set may no longer be relevant or our expertise no longer valued. And, of course, there's a fear of redundancy or economic loss.

Other concerns can include a lack of confidence in our ability to acquire new skills, or dismay at the effort involved in learning new skills, things and systems. There can also be grief at the break-up of established relationships and teams, and the feeling that what has previously been achieved is undervalued. And it's not unnatural to feel resentful about changes which may be seen to damage an organisation we care about - particularly if those changes are driven by the others' career ambitions.

Above all change can mean a loss of control and create a sense of being ignored and powerless.

Related Courses

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- [Managing Stress](#)
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All courses are run regularly at our London training venue and are also available on an in-house basis.

Related Article

- [Reacting to Change – how do staff really come to terms with it?](#)

So what can we do about it? How can we manage the stresses of change in positive ways?
Here are some thoughts.

1. Keep your mindset flexible by maintaining your continuous development and learning – if you are in the habit of learning you will find it easier to take on new concepts and acquire new skills.
2. Keep in touch with what's going on in the organisation and outside so that you can see the need for change to deal with changing circumstances and so that you can be ahead of the need for change.
3. Don't bury your head in the sand – if you hear that change is afoot find out what you can about it.
4. Articulate your opposition to the change in formal ways so that your views and concerns can be heard and taken into account.
5. Don't allow the change initiators to cast you as negative. Stay positive – otherwise your objections will simply be ignored.
6. Reassess the change – be prepared to recognise its value.
7. Adopt a positive mindset about your ability to acquire the new skills and the adjustments you have to make – get your inner dialogue right: 'I can do this'.
8. Look for ways of transcending the change by contributing to its refinement through continuous improvement.

And finally, of course, try to maintain a sense of proportion and a sensible work-life balance throughout the change process and beyond.