

# **Coping with change**

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# Agenda

- Introductions
- Change Management Theory
- Video “Who Moved My Cheese”
- Coping techniques
- Q & A



# What Has Changed?

Think about the past 6 months, write down what changes you have experienced. . .

- At work?
- At home?
- In the family?
- Your health?



# Change Theory

- Because change causes fear, a sense of loss of the familiar, etc., it takes some time for employees to
  - a) understand the meaning of the change
  - b) commit to the change in a meaningful way.
- It is important to understand that people tend to go through stages in their attempts to cope with change.
- Understanding that there are normal progressions helps change leaders avoid under-managing change or over-reacting to resistance

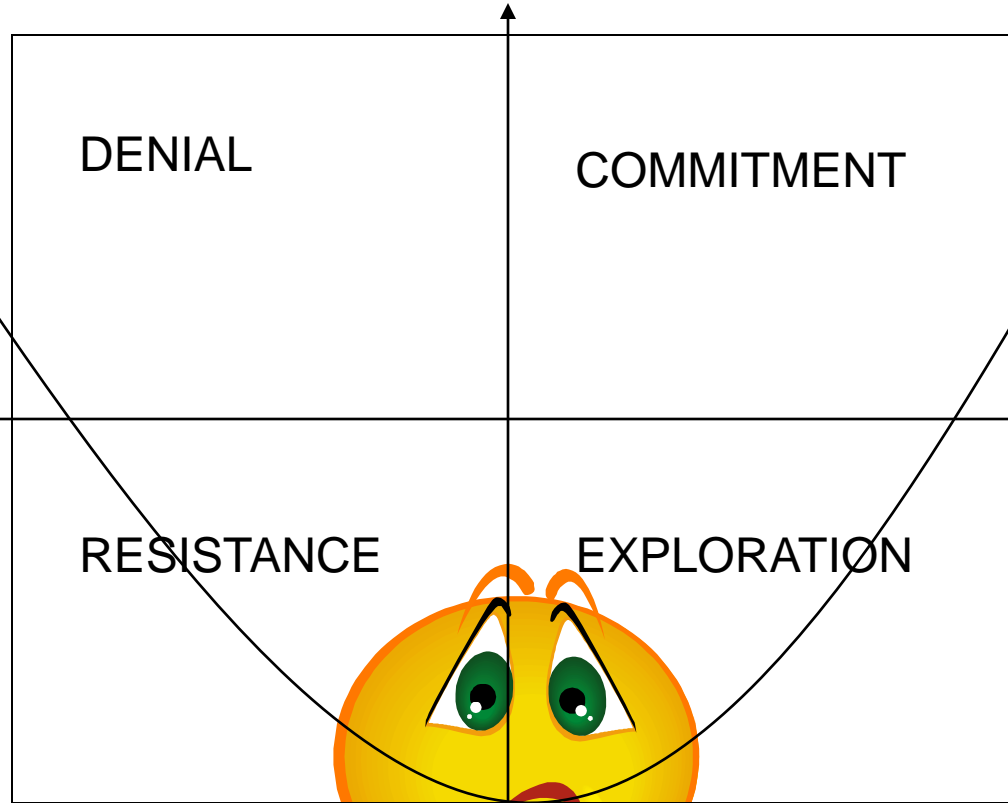
# Understanding the phases of change



Current situation



Future Situation

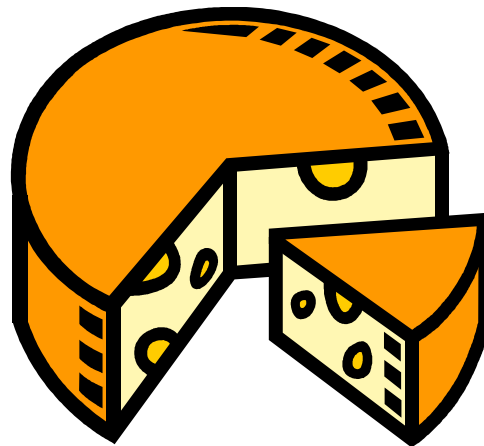


TIME



# Who Moved My Cheese

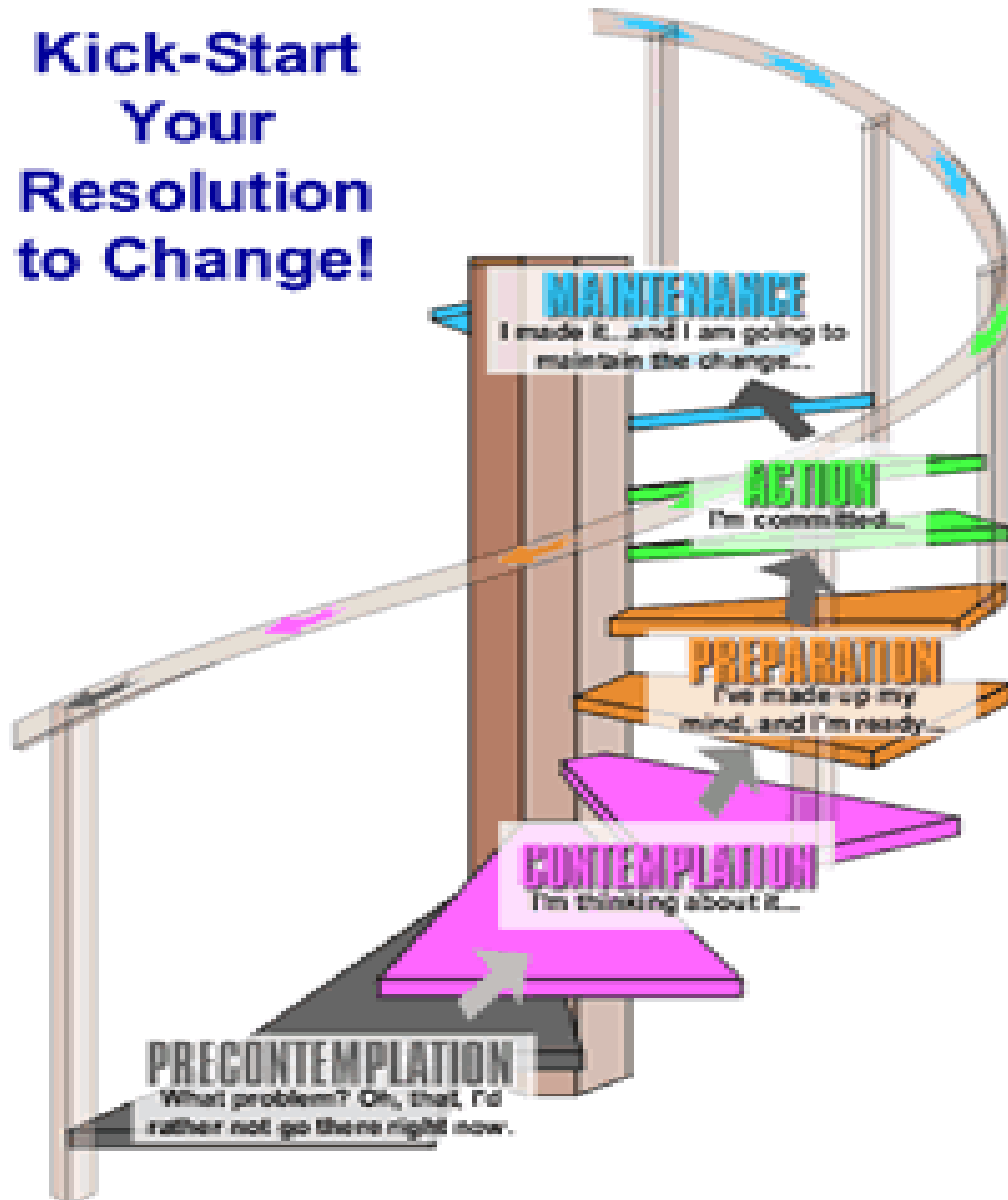
- Can you identify with the characters?
- What behaviors were acted out?
- What thoughts were reflected?
- What feelings were expressed?



# Transtheoretical Model

- It is a model that focuses on the decision making of the individual.
- The model involves emotions, cognitions and behavior.

# Kick-Start Your Resolution to Change!





# Coping with Change

1. Develop a support system
2. Use health care professionals
3. Ask for help when you need it
4. Practice self-relaxation
5. Talk yourself through challenges
6. Maintain a sense of humor
7. Exercise
8. Reward yourself for accomplishments

# Assessment

## Answer true or false

- I get a good night's sleep nearly every night.
- My relationships are mostly nurturing and supportive.
- I find pleasure in simple things.
- I am part of something bigger than my self.
- I have enough energy to get through the day.
- I know how to listen to the needs of my body.
- I get regular exercise.
- I can ask for help when I need it.
- I am thoughtful in eating a healthy diet, and know what supplements to take when I need them.
- Part of my life is giving to others.
- At least once a month I sing, dance, enjoy nature or play with friends.
- I am able to relax when I want to without the use of drugs or alcohol.
- I have at least one friend with whom I can talk freely about anything.



**help when you need it.**

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