

change

change: the act, process, or result of transformation or making different

Tony Robbins, expert in leadership psychology posits that there are 6 fundamental needs that govern all of us:

certainty

variety

significance

growth

contribution

connection

One of the six human needs that we all share is a certainty. This is a need for safety and security and for knowing how a change will affect us. We need clarity and assurances so that we can put our fears to rest and feel that we will be safe and OK in spite of the change.

Most of us resist changing because it forces us to adjust, evolve and reevaluate, removing us from our comfort zone.

Here are some ways on adapting to change in the workplace:

Forget about the “good old times” For some people, letting go of ways and practices of the past is ominous, dark and gloomy. Yet, some of the best opportunities come our way when we embrace change.

Accept In order to adapt to change, one needs to accept its inevitability. We should not fear it, or hold our breath until its next strike. It is always already there in life and at the workplace. Accept the possibility and nothing will hold us back.

Think in affirmatives not in negatives It is usually a reflex reaction to say “no” to any change in the workplace. However, this way we run the risk of not moving forward. Change will take place any way so it really comes down to whether we can succeed by keeping up.

Define new goals and pursue them Even in the midst of change it is a good idea to set new goals and consistently pursue them. This will allow us to channel our energy into productive tasks and feel less overwhelmed.

Concentrate on owning our own actions In a changing work environment all we can control is our own actions despite believing that we can control anything else beyond that. Worrying about things outside our control does not help in any way. Conversely, focusing on your own actions can be more meaningful and fulfilling.

Change is not always easy ... but it's not all bad, either. Acknowledging the occasional pain while having the right lens on the inevitable twists and turns can lead to a more enduring, happier work life. Remember, change is a fact, and welcoming the future with gusto is the appropriate response.

