

*Making
Change
Successful,
not
Stressful*

MODULE 2: Responding Successfully to Change for Winner Results

Learning Objectives

In this Module, you will ...

1

Learn how to monitor and understand your own stress level, and the stress of others;

2

Learn how to turn off the awfulizing self-talk typically caused by rapid change, and how to substitute optimistic “this could work for me” self-talk; plus

3

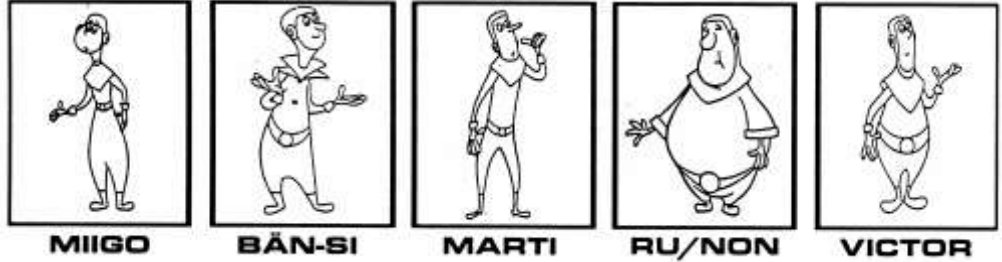
Learn how to choose, and experience the feelings you want (of a Winner, not a Victim) by making small strategic changes in your day-to-day behavior.

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Help !!

**Video Exercise:
Relationship Between Change and Stress**



What “I feel threatened” messages are our Megalith video characters receiving in their minds?

Feelings of being threatened can often get in the way
of our living our Self-Portrait picture of ourselves

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How Change and Uncertainty Affect Me

- 1 From your notes on Page 8 in your Log Book, focus in on one of the “changes in my work” that is causing major uncertainty or stress for you at the present time?

My uncertainty, stress-producing change I am focusing on is:

- 2 *In specific terms, the stressful uncertainties this change is causing for me are ...*

For example: I am uncertain about how it will affect my hours ...
or who I will relate to ... or what will be expected of
me ... or:

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How Change and Uncertainty Affect Me

- ① Putting your “pessimist’s hat” on, what negative, uncomfortable stressful things can you imagine might happen to you because of this change from Page 17?

The negative things I can imagine are:

- ② Now, put your “optimist’s hat” on. Assume for just a minute that one or two good or satisfying things might come out of the change you dealt with on Page 17.

Using your optimist imagination. **what one or two good things** could result for you from your being involved in this change(s)?

The good things I can imagine are:

- ③ *Actions I can take to make the Optimist scenario more likely are:*

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Responding to Change as Victims or Winners

Victims and Winners are different ... in how they act, how they think about the change situations they go through and, most important, how they come out of tough, demanding situations.

Whether it's coping with having elderly parents come to live with you, or dealing with big changes in your job duties, some people come through it getting stronger, becoming more capable for handling future tough times. Others, the Victims, just barely survive. They become exhausted; their relationships and emotions suffer; and, so does their health.

But, no one is a pure Winner, handling stressful changes the right way every time, all the time. And, no one is a pure Victim type either.

Each one of us has some of the Winners strengths in us, as well as sometimes showing a few of the Victim's self-defeating habits.

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**Responding to Stressful Changes as Victims or Winners:
Learning From What We've Seen in Others**

When times get really stressful at work ... and stay that way, we've all seen (or heard about) some people who really seem to go into a negative nosedive ... the Victims. And, others we've seen, the Winners, seem to actually get stronger as they deal with the difficulties, the stressful uncertainties.

What differences have you seen between the Winner approach to changes vs. how Victims respond?

Question 1:

What specific signs have you seen that tell you some people are becoming Victims ... behaving, thinking, talking or feeling like Victims?

Question 2:

What specific signs have you also seen that tell you some people are taking the Winner approach ... behaving, thinking, talking or feeling like Winners?



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**Victims and Winners in Change
Putting my Winner strengths into action**

Now, bearing in mind that you may sometimes show a few Victim habits and, more often, you show your Winner strengths, please do the following:

A. List the ways in which you sometimes show the Victim's self-defeating habits; and

B. List your Winner strengths.

A. My Victim Habits

1. _____
2. _____
3. _____

B. My Winner Strengths

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

C.

So ... To feel more like I want to feel (and be), here are two Winner things I can do on a regular basis:

- ✓ _____

- ✓ _____



Making Your MCSS Self-Portrait a Reality
To make change successful, not stressful for you



From this Module, *Responding successfully to change for winner results ...*

◆ The most valuable **Insights** for me are:

✓ _____

✓ _____

✓ _____

◆ The **Actions** I will take in my situation are:

✓ _____

✓ _____

✓ _____

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Key Points in Module 2

Making Change Successful Choosing the Optimist vs. Pessimist hat



*Face the pessimist. See the optimist.
Make the optimist scenario more real.*

Making Change Successful Victims and Winners in change: Using the actions-create-feelings principle

