

Dr. Nate Booth Presents
THRIVING ON CHANGE
How to Create Positive Results in Turbulent Times

CHANGE, CHALLENGE AND CHOICE

It's vital that I view changes as challenges and then make the correct choices that will enjoyably propel my company and me into the new century.

I can't just cope with change. I must learn to utilize change to my advantage.

You're successful. Congratulations. You know what used to work.

THE SIX APPROACHES TO CHANGE

- 1. The Avoidant Approach**
Stick my head in the sand. "I have no idea what's happening."
- 2. The Apathetic Approach**
Sit and watch the change. "It's happening, but I don't care."
- 3. The Resistant Approach**
Fight the change. "It shouldn't be happening!"
- 4. The Reactive Approach**
React to the change. "It's happening. I'm making reactive changes."
- 5. The Anticipatory Approach**
Anticipate the change. "I have a good idea of what's going to happen. I'm making proactive changes."
- 6. The Creative Approach**
Create the change. "I make it happen; and other people have to react to me!"

THRIVING ON CHANGE – THE FOUNDATION

In changing times, there is a set of principles and core values I **never** want to change.

AND

In changing times, the same set of beliefs and strategies that have gotten my corporation and me to where we are now will not get us to where we want to go.

In a rapidly changing world, we need to be smart, flexible, and quick.

MY BELIEF SYSTEM

All changes in my world are filtered through my belief system.

THE SIX BELIEFS OF CHANGE UTILIZATION SUCCESS

1. Change creates opportunity.
2. When things change, I (we) must change.
3. There is always a way to use this change to my (our) advantage.
4. I'm going to enjoy the journey through my rapidly changing world.
5. There is a lesson to be learned from every change in my world.
6. I'm an active participant in the change process.

THE CHANGE UTILIZATION EXERCISE

Identify one change that's occurring in your business or personal life. Then answer the following questions.

1. **“What opportunities will this change create for us/me?”** List as many possibilities as you can.

2. **“How are we/am I going to have to react in response to this change?”** Be specific here. These are actions we can take.

3. **“What are the life lessons that we/I need to learn from this change?”** Be more general here. Possible life lessons are enhanced flexibility, improved communication, quicker product development, or being closer to our customers.

4. **“What can we/I do right now to make everyone more active participants in the change reaction process?”** Remember communication and control.

The Three Stages of Change

Stage #1 -- Letting Go of the Old

As strange as it may seem, the starting point for all change is the ending that we will have to make to leave the old behind.

Success Strategies for Stage #1:

1. Realize that everyone reacts to change differently. Let people know that you understand what they're going through and that you care about them.
2. Identify what is being lost, who is losing each of the “whats.” and how they will be compensated for their losses whenever possible.
3. Identify and communicate what is not being lost.
4. Honor the past, clearly mark the break with the old, and create a vision for the future that inspires people to action.

Stage #2 -- Transitioning between the Old and the New

This is the in-between period between the old and the new. This is usually a time of great emotional intensity. It's also the time when greatest creativity and growth can occur!

Success Strategies for Stage #2:

1. Provide everyone an important role to play.
2. Create a theme for the transition period that suggests a journey from one stage to another.
3. Create an effective support system.

Stage #3 -- Embracing the New

The last step in all change reaction is a beginning.

Success Strategies for Stage #3:

1. Celebrate your wins every step of the way.
2. Use your success to reinforce a culture of change.

SOMETIMES YOU NEED TO BE A CHEERLEADER

At any moment in time, any human being's actions are the result of their driver emotions at that time.

You can manage your own or any one else's driver emotions with mental focus and with physiology.

MENTAL FOCUS

Six vital focus areas:

1. Focus on outcomes first and process second.
2. Focus on limitations and problems 2% of the time, and on resources and solutions 98 % of the time.
3. Focus on the past, the present and the future as needed.
4. Focus on learning and growing.
5. Focus on things that are important, not just urgent.
6. Focus on being and giving.

PHYSIOLOGY

Emotion is created by motion.

Movement sends messages.

CHALLENGES ON THE PATH TO YOUR VISION

Challenges are the spice of life. If you had no challenges in your life, you would be dead.

Like the eagle, use the challenges of life as a chance to soar!