

Life is what happens when you're making other plans.

How to Thrive in a Radically Changing World

The bottom line:

- Our world has always been changing; just faster now.
- You and I are good at dealing with change & PS's; we've had LOTS of practice! Yet "Change" gets a bad rap; change can be good too!
- You can't change anyone else except: Yourself.
- You can't control change; you have 100% control of your response.



Never straight, always bending, one way or the other; that's the river; that's life too.

Here are 3 things you CAN DO:

- Practice "Bettery"
- Be Willing to "Wing It"
- Manage Your Own Morale

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Choose a job you love, you never work a day in your life. - Confucius

• Practice "Bettery"

Be Congruent - This is when you bring your "A" game

Attitudes (What you think is right/best/real)
+ Aptitudes (Abilities, Skills, Continuous improvement)
+ Actions (Choices -- what you say/do)
= Alignment / Congruence

Congruent Choices = Content, not regret ...

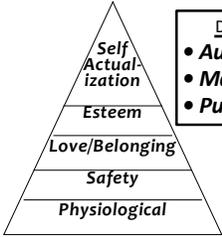
As long as you're getting your "WIIFMs"

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People often say that motivation doesn't last. Well, neither does bathing; that's why we recommend it daily. - Zig Ziglar

"WIIFMs"

(What's In It For Me?)
 What gets you out of bed in the morning?



Maslow's "Hierarchy of Needs"

Dan Pink, "Drive":

- **Autonomy**
- **Mastery ("Bettery")**
- **Purpose**

Achievement
 Advancement
 Belonging
 Challenge
 Excellence
 Power
 Recognition
 Responsibility
 Satisfaction
 Wellness

What are Your WIIFMs?

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"We need to learn how to deal with volatility & disorder - to navigate situations in which the unknown predominates & understanding is limited." - Nassim Taleb, Economist

- **Are you as good as you're ever going to be?**
 Know how to learn, and where & how to find accurate information, observe successful people who can do what you aspire to do, update your skills, learn something new, and keep getting better ...
- **Be "Anti-fragile"/Resilient re: "Purple Swans"** - unexpected events that are hugely consequential. Expect/Anticipate future "Purple Swans" and what you can do, so you won't "break" if & when!
 Accept ambiguity and uncertainty.
 What "pandemic" lessons have you learned?
 What are your "Ah-hahs" re: future closings/re-openings, as well as other program challenges/innovations?

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They say the only person who really likes change is a baby in a poopy diaper.

- **Be willing to "Wing It"**

Change: An event(s) that leads to something "different."
Transition: How you respond.
Transition process: "Old" >> "Neutral Zone (NZ)" >> "New"

The "NZ" is home of 4 fears:
Failure - Unknown - Rejection - Success
 Don't let the "NZ" keep you from doing what you otherwise can do,

"Change" also activates "**Perfect Stress**"
 the kind that helps you **RISE** to the test!

"NER-CITED" combines "Nervous" & "Excited," as in: "I'm 'ner-cited' about starting middle school." (granddaughter)

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If you think you can or can't do it - you're right. - H. Ford

- **Managing Your Transitions**

- Reframe: "What's possible?," not just "What's wrong/different?"
 Focus on what you CAN do, not just on what you can't.
- Understand what's going on, why you're uncomfortable.
- Know when to slow down, & when to sprint!
- Don't act just for the sake of acting - Think!
- Think about what you are grateful for.
- Talk to someone you trust.
- Find out what is waiting in the wings of your life.
- Use this transition as an opportunity for learning.
- Explore the "other side" of change.

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One's doing well if age improves even slightly one's capacity to hold on to that vital truism: "This too shall pass." - Alain De Botton

When change affects a team, perceptions & transitions vary from person to person, based on a relative sense of "Gain/Loss" re:

<ul style="list-style-type: none"> • Certainty • Purpose • Goals • Routine • Relationships • Power • Self-esteem 	<p>Thriving teams in Transition:</p> <ul style="list-style-type: none"> • Stay focused, objective • Encourage discussion/action • Encourage each other • Keep people in loop • Celebrate success • Adjust as needed
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"I've experienced many terrible things in my life, a few of which actually happened." - Mark Twain

• Manage your own Morale

Tool #1: Have an "Honest Conversation w/yourself"
(Ask yourself a question & listen to your response; it's your "truth")

- What's REALLY going on?
- What deeper purpose called me to this work?
- What WIIFMs am I getting?

Be Realistic; Keep things in Perspective.

Tool #2: Manage your own "Self-Talk"

- How is this mindset serving me well?
- What's the worst outcome if I: (?)
- What am I waiting for?

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Don't cry 'cause it's over. Smile 'cause it happened. - Dr. Seuss

• Reframe the situation

opportunity is nowhere (No-Where / Now-Here)

Reframing is being able to perceive a situation, reality, set of facts in more than 1 way, that still fit the facts.

When you start to feel down, or exaggerate, or "Awfulize":

- Self-induced laugh
- Just Breathe (2-4-6)
- "Attitude of gratitude"

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When we will our minds with blessings and gratitude, an inner shift in consciousness can occur. As we focus on the abundance in our lives rather than what we lack, a wonderful blueprint for the future begins to emerge. - Sir John Templeton

"How Gratitude Can Change Your Life," by Amit Amin

<p>Health</p> <ul style="list-style-type: none"> Improved Sleep Less Sick Longevity Increased Energy More Exercise 	<p>Emotional</p> <ul style="list-style-type: none"> More Resilient More Good Feelings More Relaxed Less Envious More Good Memories 	<p>Personality</p> <ul style="list-style-type: none"> Less Materialistic Less Self-centered More Optimistic Increased Self-esteem More Spiritual
<p>Social</p> <ul style="list-style-type: none"> More Social Healthier Marriage Kinder Deeper Relationships More Friendships 	<p>Career</p> <ul style="list-style-type: none"> Improved Management Improved Networking Goal Achievement Improved Decision-making Increased Productivity 	

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A journey of 1,000 miles begins with the first step ...

Know how to activate your "Relaxation Response":

- Change your external environment (your reality).
- Reframe the situation.
- Monitor & control your mind chatter/self-talk.
- Focus on a word or phrase that has meaning to you.
- Deep diaphragmatic breathing (Yoga).
- Progressive muscle relaxation.
- Physical exercise.
- Singing or laughing.
- An "Attitude of Gratitude."
- Prayer.
- Forgive, or ask for forgiveness.
- Let it go.

Be Resilient:

• Patience • Have a friend • Tenacity • Discipline
• Hope • Humility • Humor

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There's a difference between being interested and being committed. When you're interested you do it only when it's convenient. When you're committed you accept no excuses, only results.

The call to "Bettery" - What will you DO?

What's 1 thing I WILL do to be more congruent/resilient so I can continue to thrive in a radically changing world?

What are my WIIFMs to do this?

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