

Are you ready for change?

Author: Cynthia Krosky, CSP, LCSW

Are you ready for tomorrow?

What is the one thing we can count on staying the same in today's world? Change! The knowledge that things are always changing and we must be open to these changes in order to grow can be thrilling, but it can also overwhelm us. Who is in our life today that will not be tomorrow? Are we ready for the numerous changes that occur in each second of our lives? We live in a time when change is the one constant we have. Yet, we never seem to be ready to handle the enormity that the change creates. Part of the reason is that it seems that everything happens all at once and there is never enough time to adjust to one event before more are piled on top of us. About one-third of the population embraces change and wants to see what tomorrow will bring because, for them, it is an adventure. The remaining two-thirds of the world are frightened by change and see it as a source of stress. "If I'm not caught up on today, how can I possibly take on more?" they think.

There are times it seems that we are riding on a seesaw and when at last we balance, something comes along to knock us down. Many people become severely stressed by the lack of adjustment time to deal with all that is happening in their personal or professional world. This struggle physically wears on them and health issues get added to the list of their worries as the burdens grow.

Leaders and Change

As leaders we need to see how prepared we are for tomorrow. How prepared are we to help our employees and families cope with new expectations, new demands and new trials that surface in their lives? Professionally it is important for companies to help employees understand the reasons why change occurs, so that employees may begin to accept what is going on. When we understand on an intellectual level the reason for the change, we can embrace it faster. However, we still must combat our emotional desire to keep things the same. An internal struggle begins between what we know must happen and what we feel has made us secure in doing our job. Be open with employees about changes that are occurring, help them understand the positive results of this and invite them to celebrate the opportunities it will provide.

Be aware of the numerous personal changes that people are experiencing. Regardless of where you live, change is impacting your life personally. At work, new competition means you need to find a way to improve your product or sales and marketing techniques. At home, people are growing; learning more, getting older, and needs are changing. We don't seem to get a reprieve, which causes us to feel stressed. Thus the cycle continues.

Take Control

We have to take control of our reactions to the events that are changing in our lives. Seek to be successful each day and start the day with a fresh, positive attitude. You will surely meet someone from the "Ain't it Awful Club" who will want to bring you down and help you to see the negative in all that is happening with each change presented. By starting the day with determination and a desire to be successful and to be positive we are more resistant to the people who are sinking their own ship. Be patient with yourself. Look for opportunities to learn. The world we live in is always revolving, just like our lives. Take control today. Understand how the changes of today will impact the employees for tomorrow. If we know one thing for certain, it is that today will end and tomorrow will come. Are you ready?

