Adjusting to Our New Normal

A HOW-TO ON STAYING SANE, HEALTHY, AND PRODUCTIVE WHEN WORKING FROM HOME

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Agenda For Today

- Change during a crisis
- The toll of anxiety and stress
- Adapting to change and being flexible
- How to transition through change
What changes during a crisis?
Relationships & Staying Present

- Face Your Emotions
- Show Respect
- Make connections
- Be Positive
Your Perspective

- Think “today”
- Focus on the positive
- Get grounded
- Prioritize and focus
Why do I feel like I’ve hit a wall?
Navigating Anxiety During the Coronavirus

Understand the toll anxiety takes
Move your body
Don't rank your suffering
It's ok to be vulnerable right now
How can we adapt to change and be flexible?
3 Types of Flexibility

Cognitive
• Use different thinking strategies and mental frameworks

Emotional
• Vary one’s approach to dealing with emotions and those of others

Dispositional
• Remain optimistic and at the same time, realistic
Cognitive Flexibility

- The ability to use different thinking strategies and frameworks
- Simultaneously hold multiple scenarios in mind and can see when to shift and inject a change
- Indicates: nimble, divergent thinking, an interest in developing new approaches, the ability to see and leverage new connections, and the propensity to work well across the organization
- Readily learn from experience and recognize when old approaches don't work
Emotional Flexibility

- The ability to vary one’s approach to dealing with emotions and those of others
- Comfortable with the process of transition, including grieving, complaining and resistance
- Adapting to change requires give and take between the leader and those experiencing the change
- With: moves the change or agenda forward
Dispositional Flexibility

- The ability to remain optimistic and, at the same time, realistic
- Operate from a place of optimism grounded in realism and openness
- Acknowledge a bad situation but simultaneously visualize a better future
- See change as an opportunity rather than as a threat or danger
But how do I adapt?

1. Be curious
2. Don’t get too attached to a single plan or strategy
3. Create support systems
4. Understand your own reaction to change
5. Immerse yourself in new environments and situations
When Faced with Change, Focus on the Transition
What’s the difference?

**Change**

- The situations and occurrences that impact organizations and individuals
- Creates the need to move from the way things used to be to the way they are now

**Transition**

- The internal psychological process of adapting to a new situation
- Can happen quickly or slowly
- The process of moving successfully from the old to the new
Navigating the Stages of Transition

• An ending
• A neutral zone
• A new beginning
Stage 1: Accept the Ending

Admit: Admit to yourself and others that the change has occurred.

Seek: Actively seek information from all relevant sources.

Take: Take note of what has been lost and what has been gained.
Stage 2: Live in the Neutral Zone

Realize
Realize that uncertainty is an integral stage between an ending and a new beginning

Set
Set short-term goals to move through uncertainty

Look
Look backward to the ending and acknowledge what you had

Connect
Connect to your values
Stage 3: Reach Your New Beginning

- **Find**: Find ways to mark your success
- **Create**: Create strategies for tackling new problems
- **Jump**: Jump right into meeting new people
In the midst of chaos, there is also opportunity.
- Sun Tsu
Questions?

Happy to chat more about this!
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