



Change

Ok, let's state the obvious - change is inevitable. Chameleons are great examples of adapting to environment. The study of evolution has taught us that species adapt or perish. What lessons can we learn about human's ability to change from this?

From my perspective - whoever has the most flexibility has the most options. Whoever has the most options has the most ways of getting what they ultimately want. If you only have one way... and are not capable of adapting to your environment, your results may be disappointing. For instance, having only one way of doing business could put you out of business (perish).

Everyone has predispositions to adapting to change. Some of us prefer to keep most things the same, predictable. People with this preferred style like patterns and too many changes or dramatic changes may be perceived very stressful. This is a "sameness" orientation. The behaviors that may be exhibited when dealing with change include: reluctance to implement new practices, try new technology, or do things in a new way. Comments you may hear could be: "Why change this if it already works?" Or, "We've always done it this way."

Some people like to make incremental change. But, have some stable patterns like driving to work the same way everyday or working out at the same time everyday. Some change is acceptable but not too much and not too often. This is a "progress" orientation. Comments from these people may sound like: "I think there is a better way." "We need to improve how we do this." "Show me how this change makes a difference."

And still others prefer a changing environment – something different regularly. This change preference may be exhibited with different hair colors, changing jobs regularly, getting



Here's a book you shouldn't pass up – **"The Power of Full Engagement"** by Jim Loehr and Tony Schwartz.

Jim Loehr has a background in sports psychology. He has taken the premise of athletic training and applied it to the rest of human endeavor – work, relationships and life. This book is more than intuitively right on, it is downright compelling.

In order to build up an athlete, you break down muscles (through working out) and then allow them to build stronger than ever (through rest). An athlete can sustain only so much training before needing rest, otherwise, they get injured.

It follows to reason, that similarly, the best performance in our lives (work, family, etc.) will result from an ebb and flow of "work". Add stres:

bored with mundane activities or repetitious activities. This could be demonstrated in doing the same activity a different way each time and finding different ways to do things.

No style is good or bad, right or wrong. Each is important to consider in an organization. Change for change sake is not effective or efficient and causes unnecessary stress (and turnover of staff?). In some environments regular change can stimulate you or your employees. Sometimes, to remain the same and avoid looking to improve may not keep you competitive in the business world. And finally, if something does work, isn't broken, is already efficient, perhaps it should be left the same.

Do you know your (or your staff's) preferences for dealing with change? Do you know how to introduce change in a way that optimizes successful transition? Do you have difficulty introducing change to others? Would you like to develop flexibility to enhance your success in dealing with change? Are you a chameleon? These are just a few things a business coach can help you with. It is one area I can assist you. It all starts with the right **Mindset**.

(exercise) then following it by rest to rebuild stronger than ever. We need to be stressed at intervals to promote our growth. However, incessant stress and work lead to burnout, poor performance and illness.

If you think you suffer from work-life imbalance or need help finding how to optimize your performance, contact us