

# TOP 10 TIPS FOR CHANGE READINESS

## BUILDING AWARENESS, EMPATHY, AND BELONGING IN AND THROUGH CHANGE

### 1 YOU ARE NOT ALONE.

Find your people - people who can see you and be with you in this change without taking over the process. Listen to them when they remind you who you are. Know your safe and healthy people and let them in. This is a big change. Even if you cannot meet with others in person, you cannot afford to turtle.



### 2 NOT EVERYTHING IS CHANGING.

Find what's stable - what is not touched by the change? What can you count on? What do you still know is true? When you can't find your feet, plant them on what you know is still solid ground. When the change closes in on you, remind yourself: "I'm going to be okay, because... is still here. I'm going to be okay, because I can still count on...."



### 3 YOU ARE NOT POWERLESS.

You may not be able to avoid the change, but you are not utterly powerless in it. YOU CONTROL YOU... and that is no small thing. Intentionally focus on the things you can do. Own your contribution wherever you can make it. Find your options. Find your resources. Find what you do control. Don't forfeit the power you still have because of the power you don't have.



### 4 BIG CHANGE IS HARD. EXPECT IT TO BE HARD.

Adapting takes a toll on your mental, emotional, and social stores. Set the expectation that it's not "business as usual" for you or anyone change-affected. Find your weak spots, the areas where you're being depleted. Make room for renewal to take longer. Get more sleep, exercise, etc. You're just more needy during big change. Accept it.



### 5 HAVE COMPASSION ON YOURSELF + OTHERS.

The change experience is depleting. You will need compassion. Be ready to extend it to others, and be ready to ask for it. Share your struggle with a safe person: "When X happens, I'm telling myself... What would you say to challenge this voice?" Find the good voices to listen to when the change is pulling you or others down. And be one of the good voices.



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### THIS CHANGE EXPERIENCE IS EVOLVING.

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This moment is a snapshot of your change experience, not a prediction. Stay aware of how the change is evolving - and how you are evolving, too. You cannot return to the person you were before this happened. Your emerging life can still be wonderful - it will just be different. Your needs and perspective evolve with the change. It's okay to grieve what's lost and be hopeful for what's coming.



### CHANGE YOUR QUESTIONS FROM "WHY?" TO "WHAT NOW?"

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You can't "unhappen" this reality. Asking what could have prevented it keeps you from the real question: What can you do right now that will do the most good and the least damage? What can you do to build a stable present, and a hopeful future? How can you make today meaningful? How can you help? You can become a stabilizing force, just by changing your questions.



### STAY CURIOUS.

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Big change alters the course of reality. This means that opportunities, connections, resources, and people can be introduced to your life that would never have had access to you without this big change. Curiosity makes room in your heart for new paths to unfold before you. Let yourself discover beautiful new things while still grieving the good things you've lost.



### DISCOVER AND REMEMBER WHO YOU ARE.

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This change may shape you in ways you cannot imagine. If you let it, this journey can awaken (or re-awaken) things you thought long-gone. You can gain clarity about who you are, what you want, and who you want to be(come). Lean into the gifts that this change can bring. You may lose much through the change; don't forfeit the gifts you stand to gain.



### THIS IS NOT THE END.

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Remember, this experience is evolving, and so are you. You are at the beginning of a new chapter of your life. How you respond to this change will determine the rest of the story. How do you want to write this chapter? Start there, and keep moving forward.

