Stages of Change

Change can bring about so many different emotions. Here are some strategies that can help you cope and even thrive during change:

Stage 1 • No

- During this stage you focus more on the disadvantages of the change than the advantages.

- Tools to help you overcome challenges in this stage:
  - Use the 5 Why’s: This is repeatedly asking yourself “Why?” to discover the real reason you’re upset by this change.
  - Ask yourself: What are the consequences if I don’t change?

Stage 2 • Maybe

- During this stage you are contemplating changing but you don’t know where to begin or need more information to completely change.

- Tools to help you overcome challenges in this stage:
  - Identify your barriers to this change
  - Create a Pros/Cons list

Stage 3 • Plan

- During this stage you are ready to make the change. You begin planning the specifics of how you can make this change happen.

- Tools to help you overcome challenges in this stage:
  - Write down small goals
  - Create an action plan

Stage 4 • Act

- During this stage you are taking actions towards a behavioral change. Reinforcement and a healthy support system are critical to help maintain positive steps towards changing.

- Tools to help you overcome challenges in this stage:
  - Reward all successes
  - Identify a person to be your accountability partner and help keep you on track with the change

Comments from the Audience

- Encourage yourself along the way.

- Reward yourself in a way that aligns with your goal.

- Sometimes the changes make your job/life easier because it fixes things you didn't realize were really issues until they're changed.

- Change can be great. Change can open doors for you, create a new "circle" of people in your life and just broaden your understanding.

- Change is like water and we are flowers being watered to blossom into something greater.

- Change can be good. Sometimes failing forward will put you in a better position than you began with.