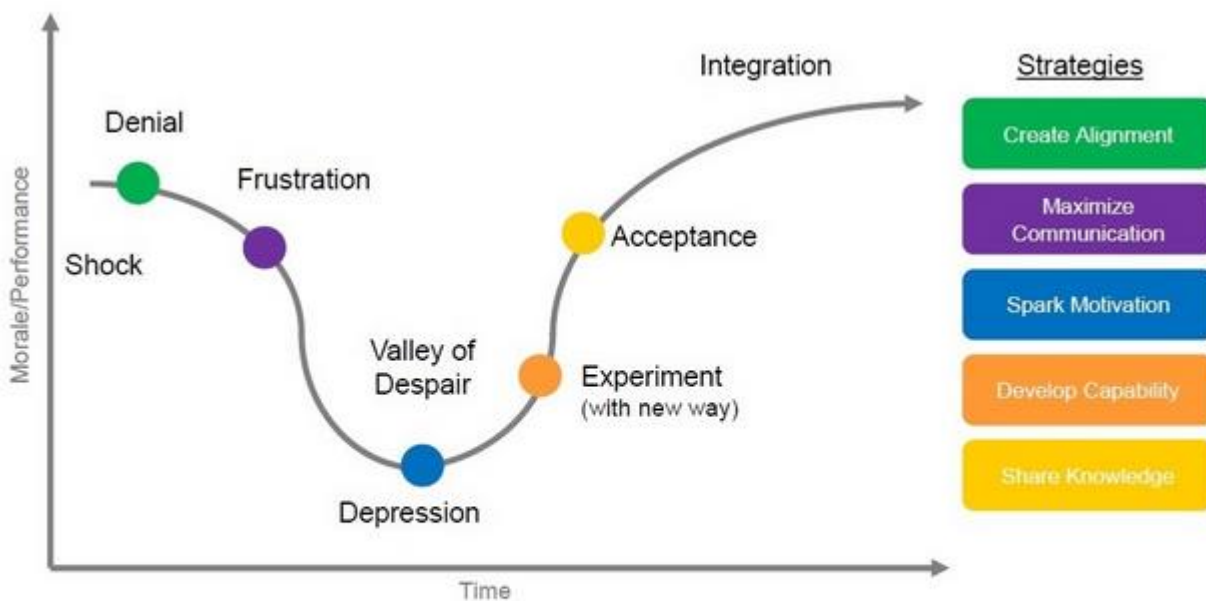


GUIDANCE FOR MEMBERS OF STAFF

I'M FACING CHANGE – WHAT CAN I EXPECT?

When you are involved in a change process you may feel a wide range of emotions from feeling unsettled, anxious, frustrated and upset to happy, excited, relieved and motivated - all are perfectly normal and understandable and can be articulated visually in The Change Curve shown below.

The Change Curve originally developed by Elisabeth Kubler-Ross demonstrates the varying stages that people go through on the change journey.



Understanding the change cycle, can help you manage change in your unit

What can I expect during a change process?

For a change process to be effective and successful it is reasonable for you to expect:

- A clear rationale of the reasons for change
- A manager with the right skills to lead the change
- An open and honest communication process
- Opportunity to discuss details, inform ideas and raise concerns
- Training to meet your support needs

Think about how you may respond to change?



A good way to approach the possibility of change is to think about how you may react.

- Are you open-minded and prepared to listen to everything before making a judgement or taking a view?
- Or, are you more inclined to be less willing to listen because you are concerned how it may negatively affect you?

Tips

- Make a list of your concerns:
 - can any be relieved by facts and evidence?
 - What's in it for me? – what are the potential positive outcomes for me?
 - What support or training will I get?
 - How do I deal with colleagues who are either really positive or really negative about the change?
 - How do I voice my opinions?

Support and Resources



Your space for thinking and feeling better - <https://myspacehuduniversity.silvercloudhealth.com/signup/>