

Dealing with Change

9th September 2020



Connect with me



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Accept that some
days you're the
pigeon & some
days you're the
statue

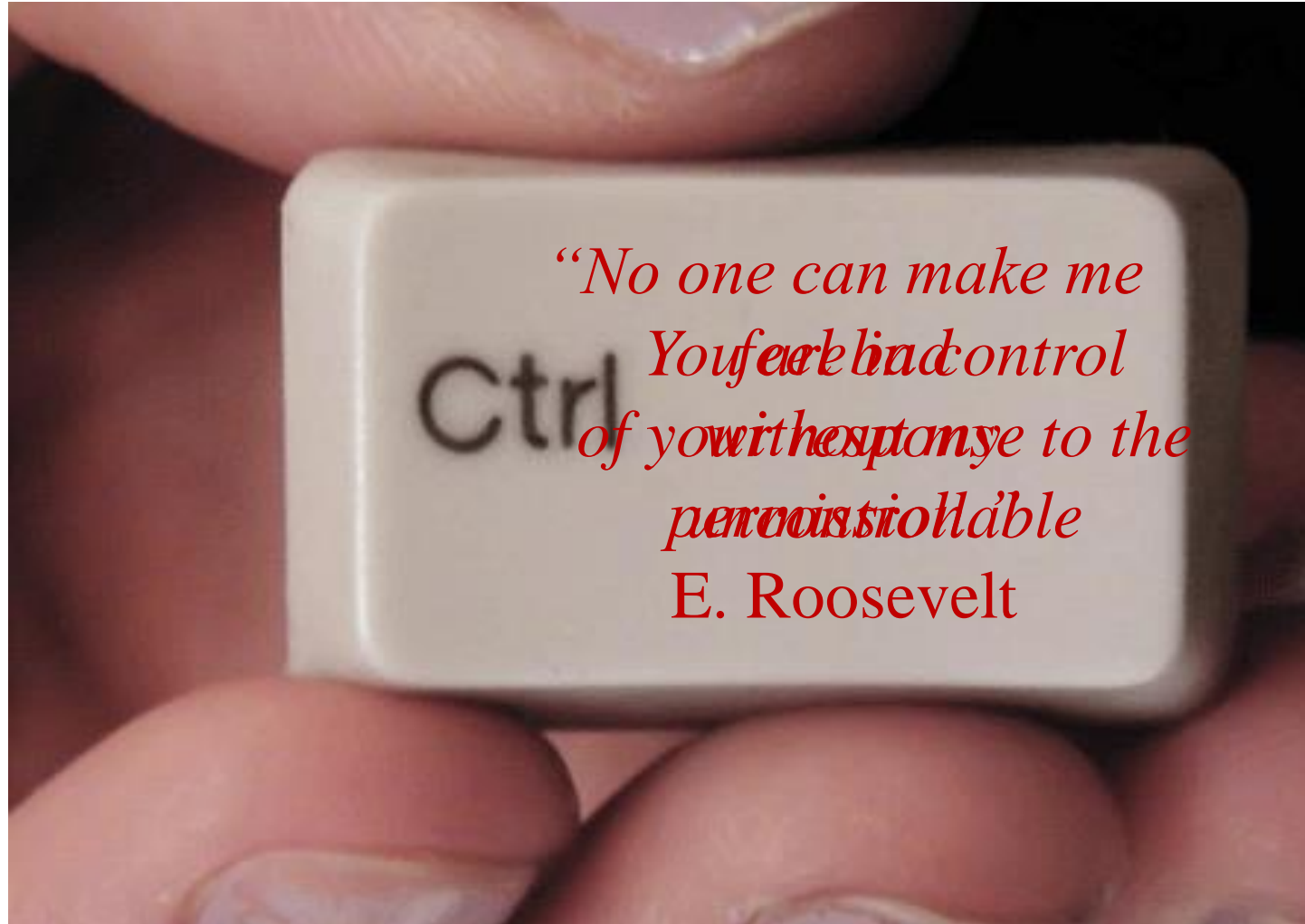
- ✓ Personal Leadership – What's within my control?
- ✓ Why we instinctively resist change?
- ✓ Strategies for boosting Self-Confidence & Resilience
- ✓ Questions to Unlock your Wisdom
- ✓ Self Awareness (& Fun!)

Comfort Zone/ Growth Zone



Personal Responsibility

- ✓ Ownership of Behaviour
- ✓ Attitude
- ✓ Response-Able
- ✓ Emotions
- ✓ Energy



Results-Focussed Mindset

- ✓ What does success look like?
- ✓ What's my intention?
- ✓ What am I looking to avoid?
- ✓ Reactive - Proactive





“Remember the only constant in life is change.”

Buddha

“Life is change. Growth is optional. Choose wisely.”

Albert Einstein

“People don’t resist change, they resist being changed.” Peter Senge

“People don’t resist change, they resist being uncomfortable.”

Why we resist change

1. Loss of Control – Perceived loss of power
& self determination
2. Increased Uncertainty/ FEAR (of the unknown)
3. Sudden Imposition
4. Habits & Routines upset
5. Loss of face - associated with old ways



Why we resist change

6. Concerns about competence

7. More work

Basal Ganglia v Prefrontal Cortex

8. Poor Communication
/ Engagement

9. Past Resentments/ Challenges
Culture & Lack of Trust

10. Sometimes the 'pain' is real!



5 Motivational Drives

The drive to **AVOID** pain, embarrassment, humiliation

The drive to **DEFEND** (Beliefs, Status Quo)

The drive to **AQUIRE** (status, reputation, things)

The drive to **COMPREHEND**

The drive to **BOND** (form connections)

Minimising Resistance to Change

- ✓ Culture of Openness, Foundation of Trust
- ✓ Be mindful of 'labelling'
- ✓ Communication – Easy & Often, Formal & Informal
- ✓ Willingness to Listen
- ✓ Share the 'why'
- ✓ Pre-plan Questions to stimulate engagement
- ✓ Implement in stages (when possible)

“We all run the gamut between
waiting to be found and
waiting to be found out.”

Confidence



Lack of Confidence

- ✓ Emotionally Invested
- ✓ Outside Comfort Zone
- ✓ Feelings of not being in control
- ✓ Past challenges/ bad experiences
- ✓ Lack of certainty/ poorly organised
- ✓ Fear of failure/ rejection



What am I fearful of?



What if I'm not good enough?

'They' will be judging me negatively

An internal faith, belief or certainty
about our personal powers &
abilities to achieve



Calmness & Courage





Acknowledge the feeling/
sensation

1. Conscious Breathing

Past

Present

Future

Baggage

Worry

Nostalgia

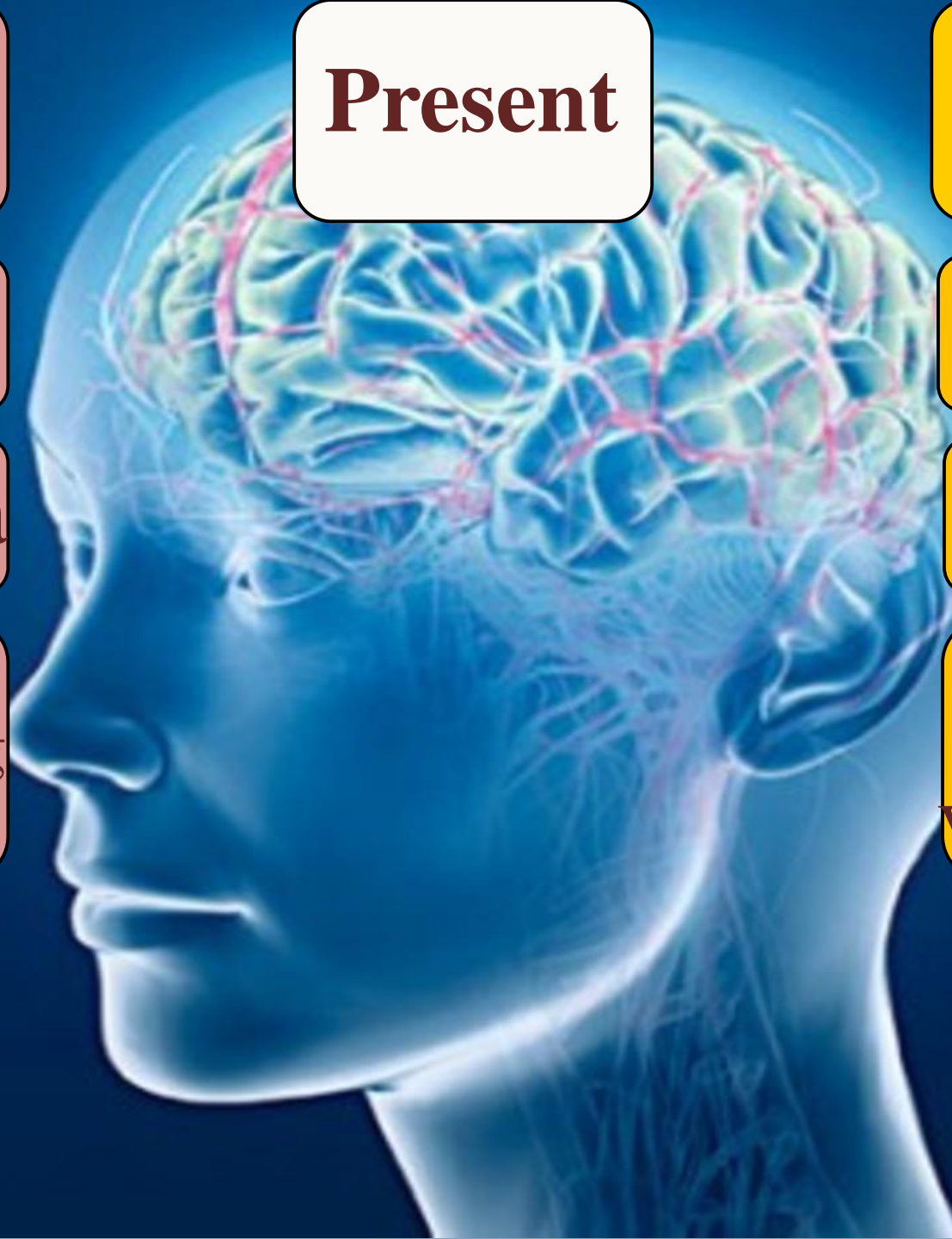
Fantasy

2.

**Empowering
Memories**

3.

**Empowered
Visualisation**





4. What's real
& what's just a movie
in my head?

5. What exactly am I fearful of?

What's the worst that can happen?

Is that true?

6. Anticipate positive





7. Fake it
till you make FEEEL it!



8. What would my 'heroes' say or do?

7 more ways to boost Self Confidence

- 9. Acknowledge your strengths
- 10. Accept compliments
- 11. Make the decision to stop self-criticising
- 12. Eliminate comparisons (but model success)
- 13. Who would I like to be in this situation?
- 14. Set yourself a goal/ target
- 15. Help to boost someone else's confidence





What action/
decision/ approach,
would make me feel
most proud of
myself?

14 Day Challenge – Commitment to Self

§ JAMES SWEETMAN
& ASSOCIATES



3 things I'm grateful for?

1 thing I'm proud of from yesterday is....

A quality I'm valuing in myself today is...

An intention for the day

My priority for today is...

Reflection Questions

What am I taking away?

What 1 thing could I do more of?

What 1 thing could I do less of?

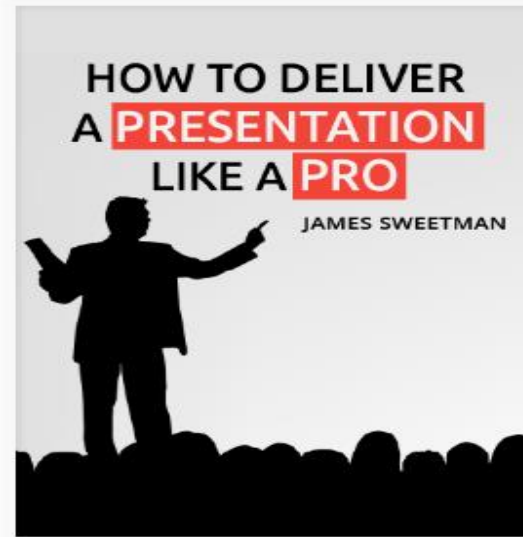
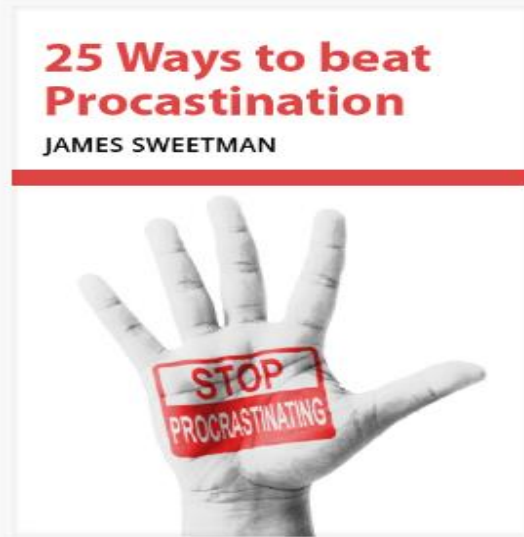
If I was a little more courageous
what could I try?

What would be a useful habit/ ritual
to establish?



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*“You cannot stop the waves
but you can learn to surf.”*

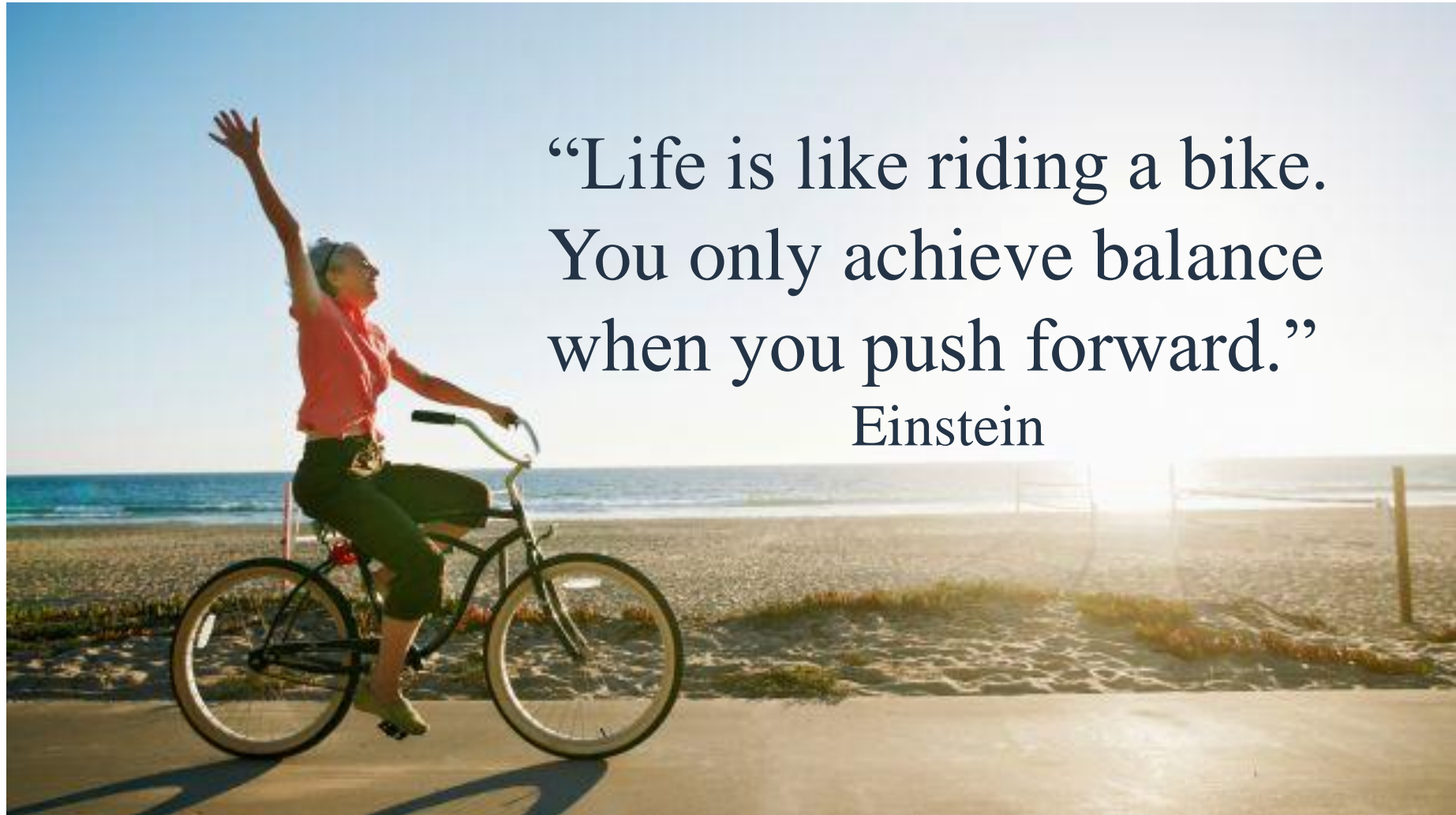
— Joseph Goldstein





“The hardest part about change is not making the same choices you made the day before.”

Joe Dispenza



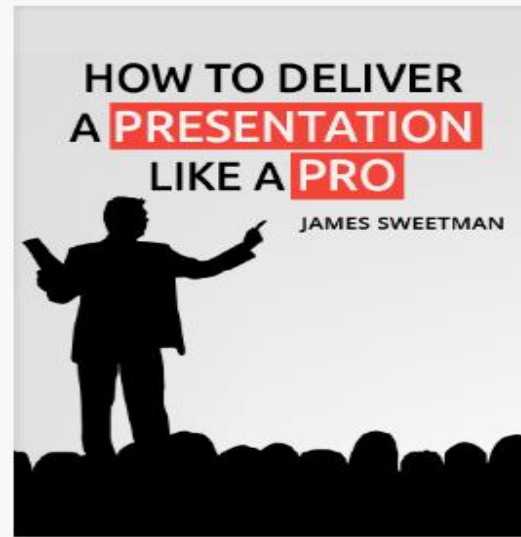
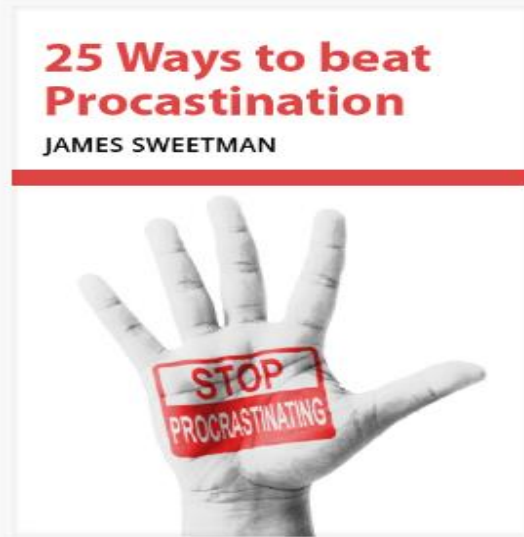
“Life is like riding a bike.
You only achieve balance
when you push forward.”

Einstein



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