



How can we embrace Change?!

December 1, 2020

With Bess
Stonehouse

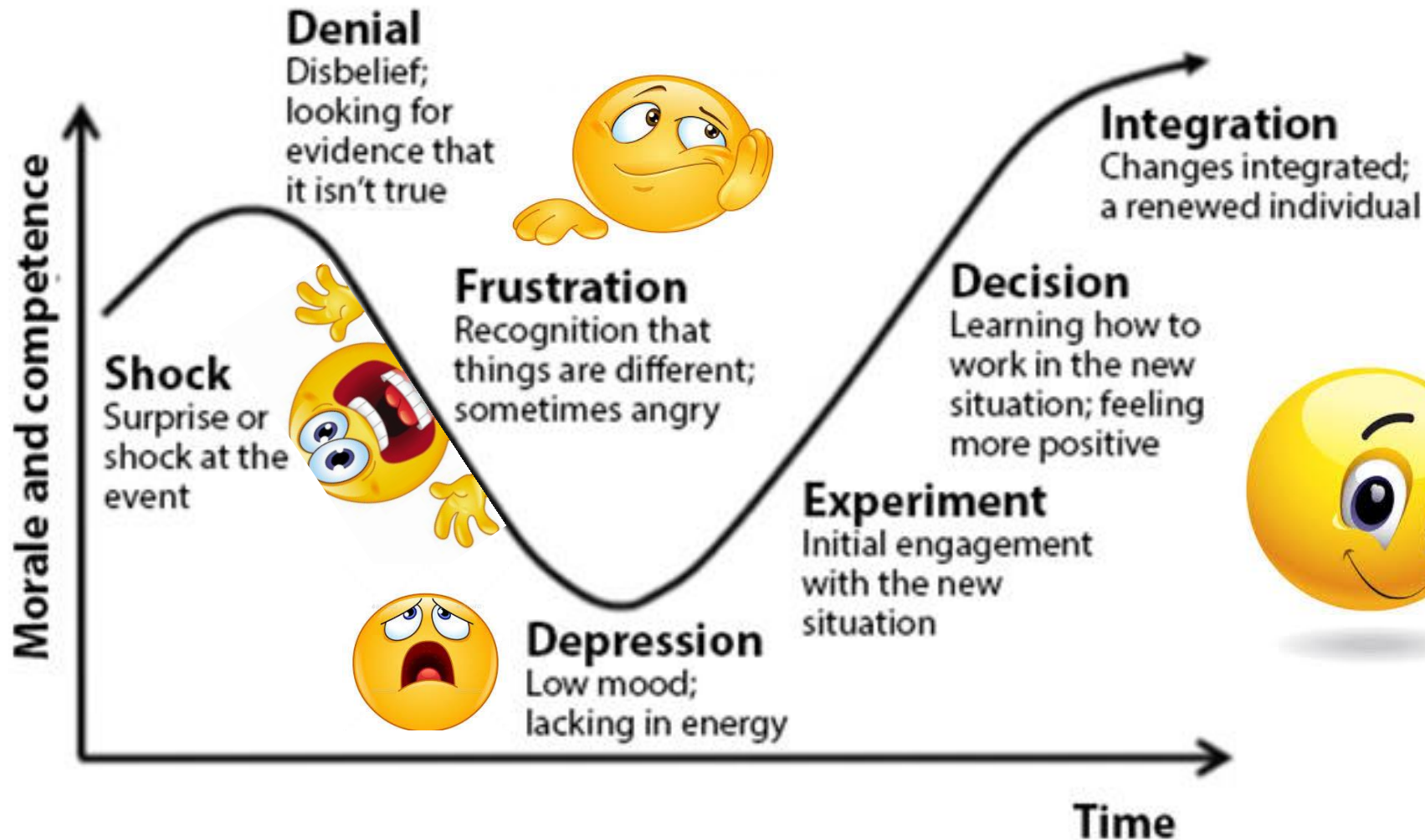


How can we embrace Change?!

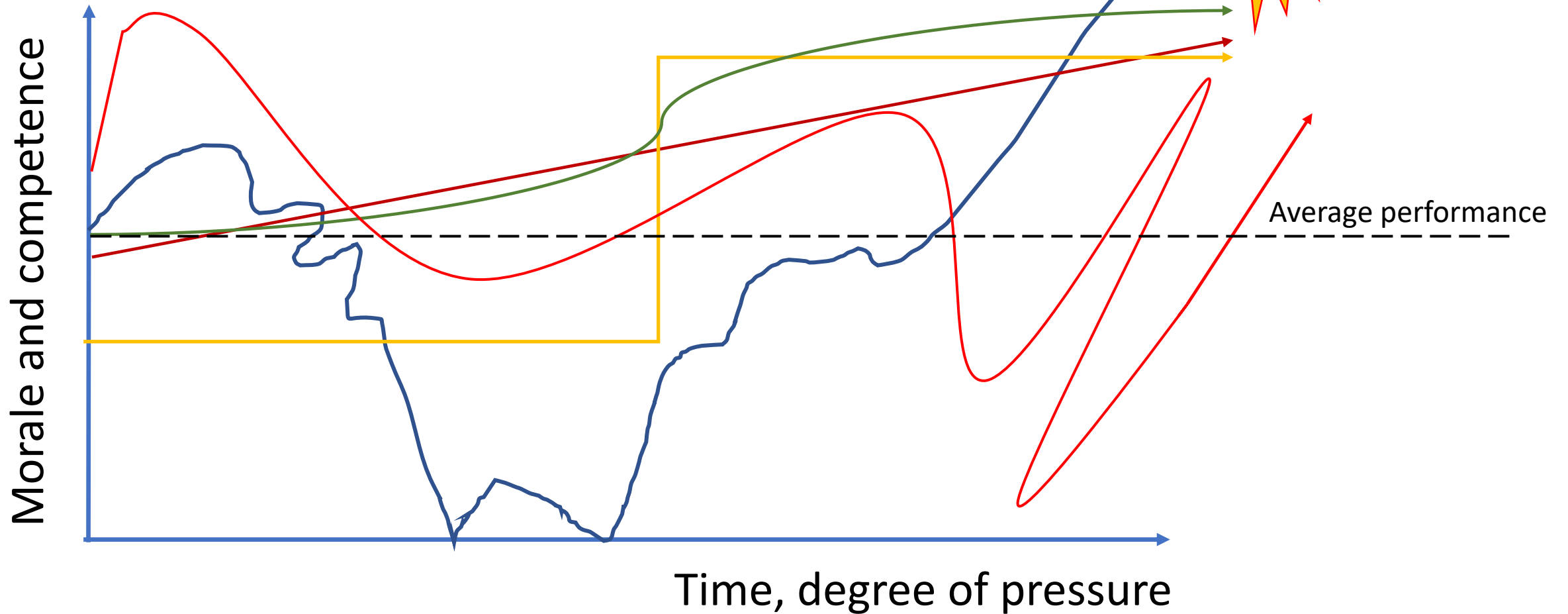
- Change can mess with our minds!
- Actions and Reactions
- Cognitive Biases and Remedies, the stories we tell ourselves
- Inherent solutions for embracing change

How We Respond to Change

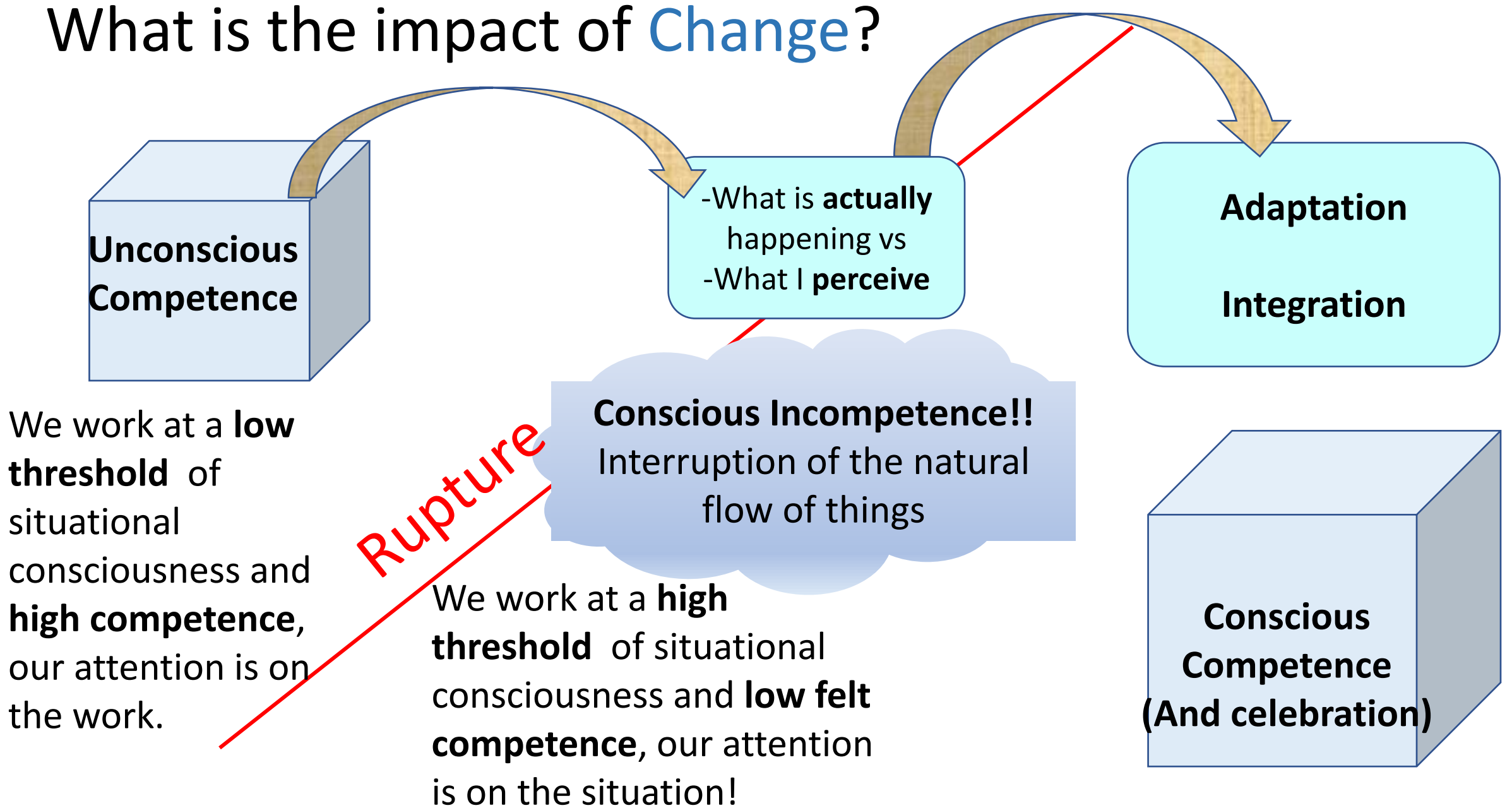
The Kübler-Ross change curve™



What that might feel like in Real Life (for different people)



What is the impact of Change?



PAUSE...



“It requires a very unusual mind to undertake the analysis of the obvious.”

“We cannot think first and act afterwards. From the moment of birth we are immersed in action and can only guide it by taking *thought*.”

Alfred North Whitehead- mathematician and philosopher
Co-author of *Principia Mathematica* with Bertrand Russell, 1910-1913

Healthy Mental **Habits**

The way we process our thinking and feeling depends entirely on our relationship with ourselves

- What **could** I do versus what do I **have** to do
- Am I **interesting** or **interested**?
- Do I **express** my own worth or do I make **conditions** for it?

Be your own best friend, avoid mental traps!

Cognitive Bias - Neurological Traps

- Availability Bias
 - Thinking that the **easier** it is to recall something, the **greater** the consequences of that something are perceived to be.
- Salience Bias
 - Focussing on **remarkable events**, to the exclusion of ordinary signals.
- Confirmation/*Anchoring
 - *triple whammy, because and...
 - Thinking something is **true** if it's repeated often enough. Fixed on an opinion or feeling.

Cognitive Bias – Behaviours/Emotions

- Status Quo Bias
 - The preference for what **is** in spite of advantages of what **could be**
- Loss Bias
 - The tendency to prefer **avoiding losses** vs. acquiring equivalent gains.
- Omission Bias
 - **Evaluating** a decision to commit an action **more negatively** than a decision to omit an action.

Cognitive Bias – Process assumptions

- Sunk Cost fallacy
 - Continuing a behavior or endeavor as a result of **previously invested resources** (time, money or effort).
- Functional Fixedness
 - “We’ve always done it this way”, “There’s only one way to do it”

Resilience

Existential Resilience is the ability to handle challenges (Rupture) and bounce back (or forward), having learned and expanded our adaptability. This has positive impact on levels of efficiency, progress and well-being.

Emotional Resilience is the ability to move from one state to the next in the change process, having integrated the the emotional effects of the transition. This has the positive impact of calming our nerves and permitting discovery and renewal.

Simple* ways to approach a project

(*simple to say, let's see how we could do it...!)

What can I do to feel focussed....

- Time-box my activities
- Let go – delegate, limit or delete
- Make stricter choices
- Simplify
- Prioritise

What can I do to feel stronger....

- Self-care, resilience
- Refer to my mental models, are they balanced, helpful?
- Breath deeply– exhale twice as long as you inhale, no kidding
- Ask for help if I need it

Good luck to you all and thank you
Be good to yourselves!



SELF
WORTH
ACADEMY

[Self-Worth Week](#)

8th February 2021 @ 8:00 am - 13th February 2021 @ 6:00 pm UTC