

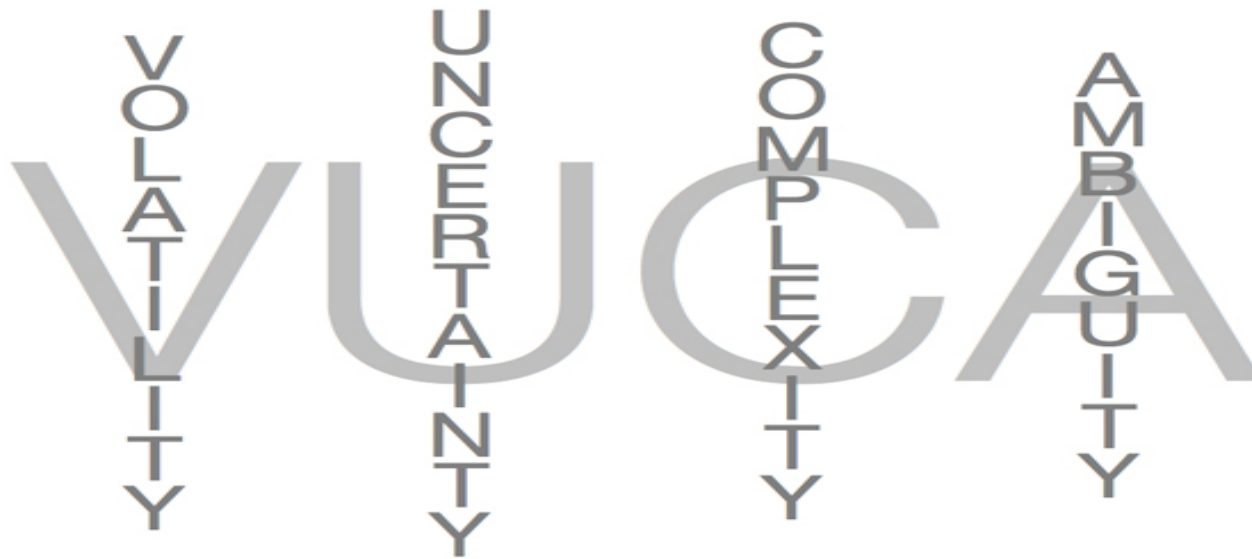
Building a Career -Thriving in a Brave new World

CAVAL – Celebrating 40 Years!



It's a VUCA world

Change is constant. The rules we applied to understand the world we live in have changed too. The world has been described as a VUCA environment to reflect the evolving conditions in which we live and work.



We are changing our perception of change



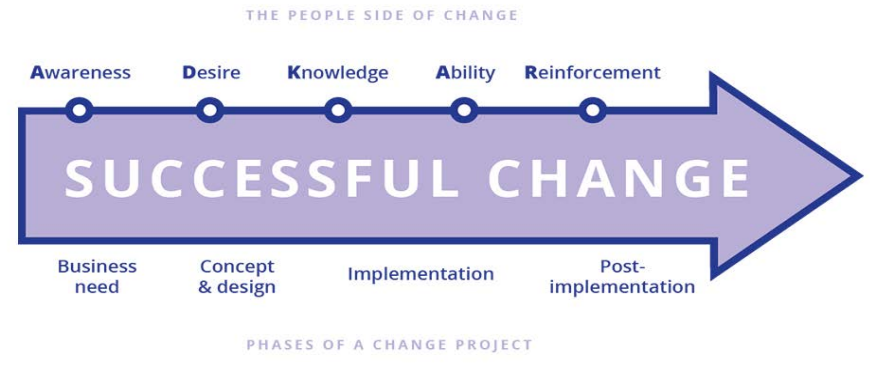
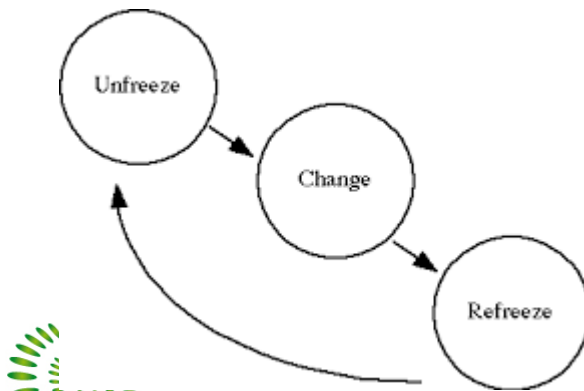
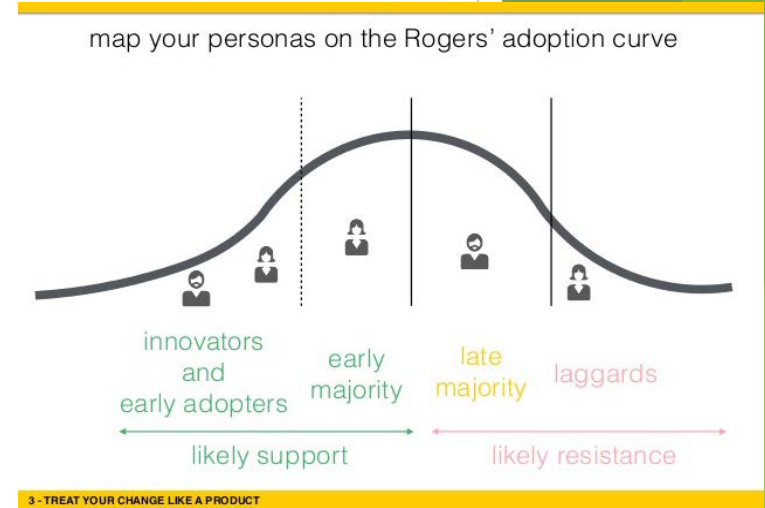
what people think
it looks like



what it really
looks like



There are a lot of change models to choose from

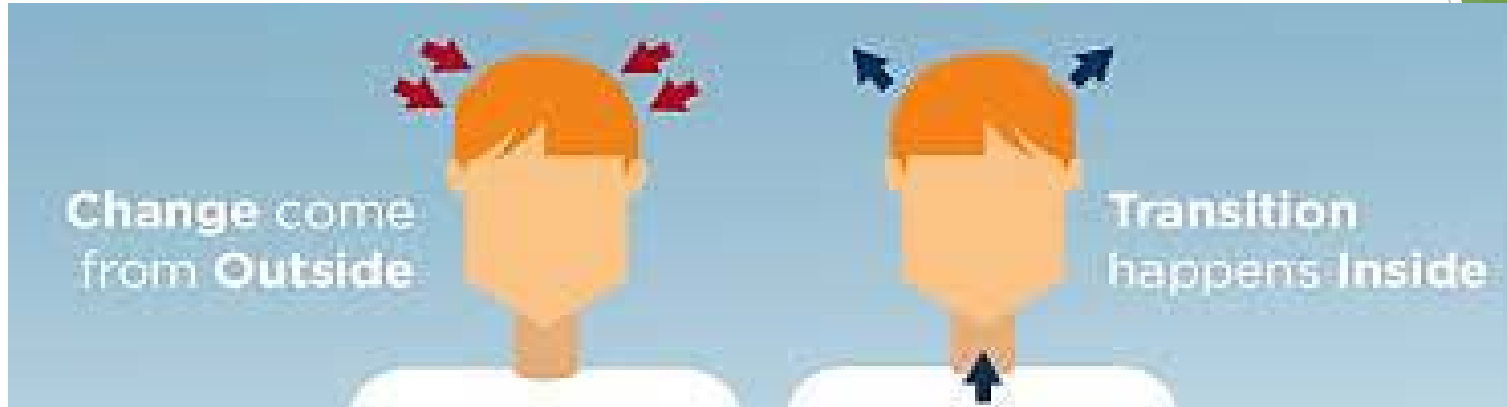


Capabilities needed to be future-fit

- Able to live in ambiguity
- Agility
- Adaptability
- Growth mindset
- Human-centred
- Design Thinking
- Digital literacy
- Customer/service orientation
- Data and analytics to identify trends and patterns
- Able to tell the story
- Attitude is as important as aptitude



Change versus Transition



- ▶ **Change Management** is something that happens TO people - it is a set of activities and processes that occur whether people choose it or not.
- ▶ **Transition** is internal. It is what happens in people's minds as they go through change. It is about people going through the emotional process that helps them leave the 'old' behind, navigate the 'neutral' and find their 'new beginning'.

This journey and the timing of it will be different for everyone



"Failure is an opportunity to grow"

GROWTH MINDSET

"I can learn to do anything I want"

"Challenges help me to grow"

"My effort and attitude determine my abilities"

"Feedback is constructive"

"I am inspired by the success of others"

"I like to try new things"

"Failure is the limit of my abilities"

FIXED MINDSET

"I'm either good at it or I'm not"

"My abilities are unchanging"

"I don't like to be challenged"

"I can either do it, or I can't"

"My potential is predetermined"

"When I'm frustrated, I give up"

"Feedback and criticism are personal"

"I stick to what I know"



What change does to our brains

Neuroscience helps us to understand how people react during change

The Blue Zone (Growth)

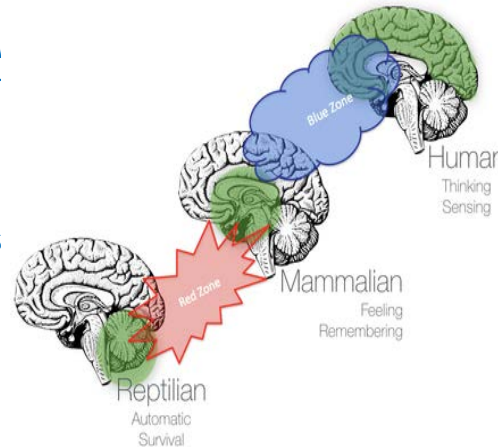
- Not 'fully functional' until adulthood
- Consumes more energy (5 x as much as red zone)
- Home of change adaptiveness

- Executive thinking
- Affiliation, generosity, good
- Reflective, options consider
- Imaginative/creative
- Higher Order learning
- Manages impulsive desires
- Able to identify emotional s
- Home of mindfulness
- Seat of optimism
- Confidence
- Curiosity
- Creative

The Red Zone (Fixed)

- Highly developed at birth
- Consumes less energy - easy to default to
- Home of change resistance

- Instinctive
- Focused on safety
- Sensitive to threat
- Engages "fight/flight"
- High level of overwhelm
- Low order learning only
- Fast/efficient/instinctive
- Engages impulsive desires
- Distrust
- Anger/fear/depression
- Learned pessimism
- Amygdala hijack

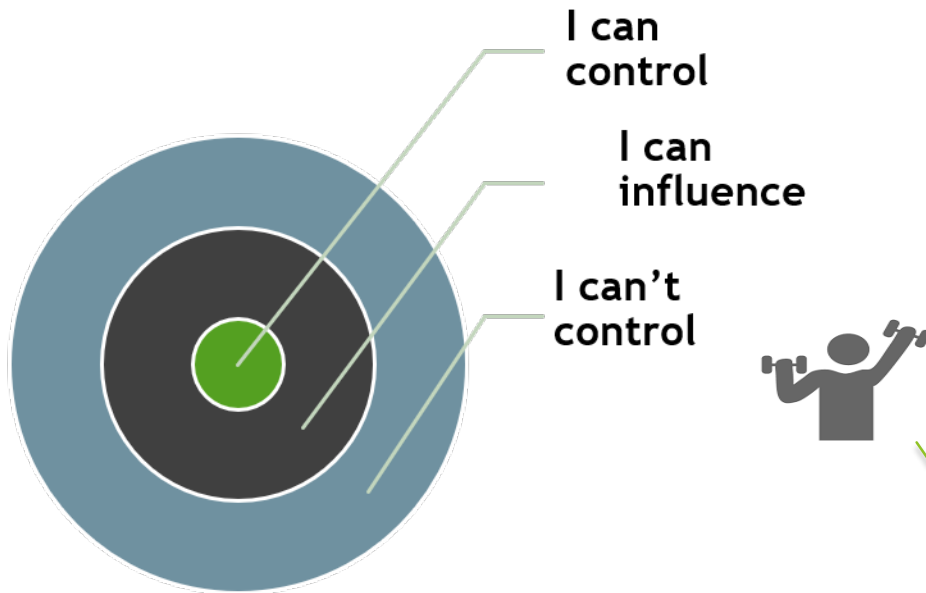


Reframing Tools

- ▶ Reframing allows your brain to detach itself from the emotional responses you experience in the red zone and enables you to interpret your experiences in a less reactive, more constructive way.
- ▶ Techniques for doing this include....
 - Self coaching
 - Practice curiosity
 - Practicing mindfulness
- ▶ Mindfulness has been described as “developing the ability to pause before we react” - Daniel Siegel, The Happiness Conference 2009.
- ▶ Resources include:
 - Brain Training
 - Reflective journaling



A closing word: pick your battles and choose your attitude



As a change leader where should I invest my energy to get the best outcome?



Manifesting change

Our intention creates our reality” – Wayne Dyer

Think
it!

Do it!

Be it!

