

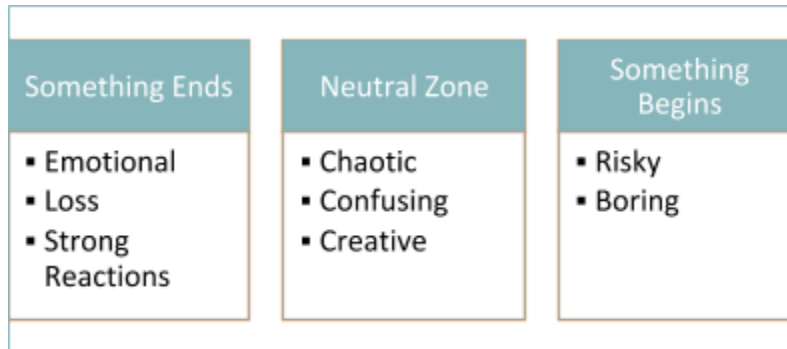


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Navigating Change with Creativity

Kate Shields Stenzinger

- Define Change: an alteration in circumstances, a different situation presenting itself.
- Define Transition: The psychological process of accepting and working through change.



#### Endings – Strategies

- Communicate Often and Clearly - Explain the change
- Understand the Loss – Even the subjective and emotional losses
- Respect the Past - AND be clear about what is ending and what is not ending
- Be Open and Sympathize

#### Neutral Zone – Strategies

- Creative time, big breakthroughs, new and better ways of doing things can evolve!
- Set clear achievable goals for this time
- Be reasonable.
- Drop policy and processes that make the transition harder
- Communicate often and clearly, tell people how the whole picture fits together

#### Beginnings – Strategies

- Give People a vision for where we are going
- Share the plan (Make a Plan)
- Make sure everyone has a part in the transition, get everyone involved!
- Communicate often and clearly, people can tolerate a lot of change if they understand why it's happening

#### Cultivate a Safe Place for Change!

- Make this a safe space to make mistakes
- Embrace change and transition
- Stay calm (know what to do when you are not, model it)
- Stay curious
- Find the right support system (no drama)
- Focus on what is known



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## **Exercise: Fears**

- Clearly state your fear:

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- Reframe into a positive declarative:

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- Identify one step you can take to make that happen:

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- Why will that help you:

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- How do you feel?

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## **Exercise: What Can and Can't Be Changed**

- Make a list of everything you can't control (another person's behavior, for instance) and everything you can (your personal decisions and reactions, your preparation for events, meetings, etc.).
- If something can't be changed, don't think about it! It's a waste of your time and energy.
- Take ownership of things you can change.
- Take responsibility for your part in any incident or conflict and consider what you can do differently in the future.