



ALWAYS BE  
READY,  
CHANGE IS  
INEVITABLE IN  
YOUR LIFE  
AND CAREER



**CHANGE IS THE  
ONLY CONSTANT IN  
LIFE**

**HERACLITUS**

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CHALLENGE

UNCERTAINTY

FEAR

FRUSTRATION

OPPORTUNITY

What words do think of when  
you hear the word change?

EXCITEMENT

NOT AGAIN

UNKNOWN

ANXIETY

# POLL

**How many major life or career changes are you experiencing right now?**

1. 1 – 2
2. 3 – 4
3. 5 – 6
4. 7 – 8
5. 9 – 10
6. 10+

# HOW DO YOU VIEW CHANGE?

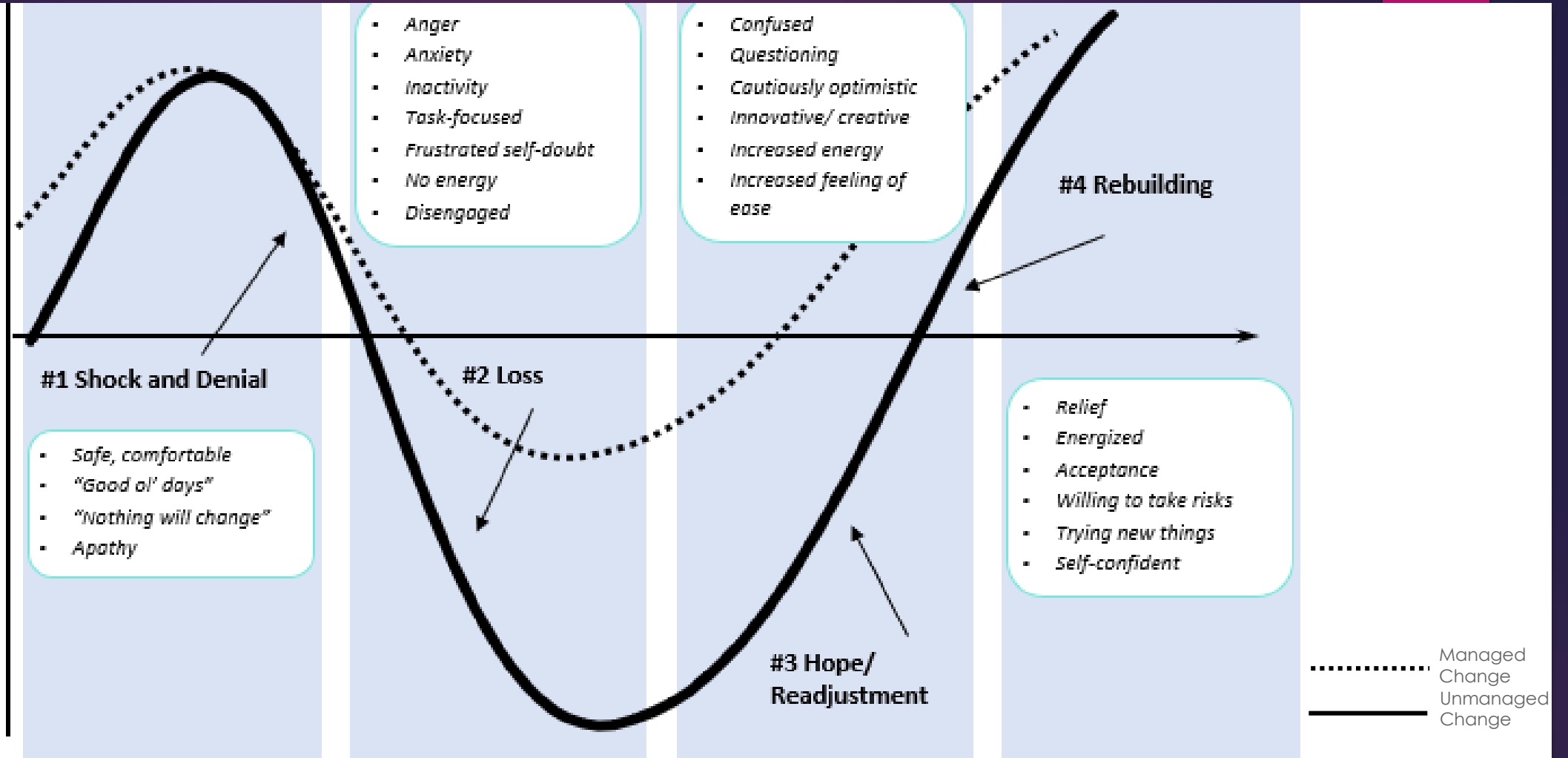
Threat	0	2	4	6	8	10	Opportunity
Holding on to past	0	2	4	6	8	10	Reaching for future
Unable to move	0	2	4	6	8	10	Active
Rigid	0	2	4	6	8	10	Flexible
A loss	0	2	4	6	8	10	A gain
Victim	0	2	4	6	8	10	Change Agent
Reactive	0	2	4	6	8	10	Proactive
Separate from change	0	2	4	6	8	10	Involved with change
Confused	0	2	4	6	8	10	Clear

"THE SECRET OF  
CHANGE IS TO FOCUS  
ALL OF YOUR ENERGY,  
NOT ON FIGHTING THE  
OLD, BUT ON BUILDING  
THE NEW."

— *SOCRATES*

+

-



# CHANGE CURVE

*Let go of things  
you can't change,  
Focus on things  
you can.*

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# Characteristics or Qualities of People who Navigate Through Change Well

9

- ▶ Composed
- ▶ Flexible/Adaptable/Agile
- ▶ Innovative
- ▶ Less Structured
- ▶ Emotionally Stable
- ▶ Confident
- ▶ Risk Tolerant
- ▶ Openness
- ▶ Ability to make things happen
- ▶ Toughness/Resilience
- ▶ Patient yet Persistent
- ▶ Clear vision



# How Can We Develop Resilience?

What is Resilience - adapting well in the face of adversity, trauma, tragedy, threats or significant sources of stress

- ▶ Consciously decide to work on developing resilience
- ▶ Practice developing it through going through times of changes
- ▶ Focus on your attitude – hopeful, optimistic
- ▶ Make connections
- ▶ Avoid seeing crises as insurmountable problems
- ▶ Make realistic plans and take steps to carry them out
- ▶ Take decisive actions
- ▶ Keep things in perspective
- ▶ Take care of yourself
- ▶ Keep a positive view of yourself and confidence in your strengths and abilities



# MAJOR CAREER CHANGES

- ▶ New Manager
- ▶ Bad Boss
- ▶ Layoff/Termination
- ▶ Leaving an employer
- ▶ Merger/Acquisitions
- ▶ Promotion
- ▶ Contract/Consulting
- ▶ New Job/Career/Industry



# POLL

How many of these career changes have you had in the last 5 years?

- A. 1 – 2
- B. 3 – 4
- C. 5 – 6
- D. 7 – 8
- E. 9 - 10

New Manager; Bad Boss; Layoff/Termination; Leaving an employer;  
Merger/Acquisitions; Promotion; Contract/Consulting; New  
Job/Career/Industry

# New Manager

- ▶ Find out what makes your boss tick – DISC, Myers-Briggs, style
- ▶ Discover how your boss likes to communicate and be communicated with
- ▶ Share your thoughts and expectations about how you like to be managed
- ▶ Share your professional and developmental goals
- ▶ Ask questions to understand your new manager
- ▶ Provide value in topics and areas your manager is interested in/passionate about
- ▶ Make your new manager look good!





# Bad Bosses



- Take care of yourself
- Stand up for yourself in a respectful way
- Find out what makes your boss tick – style, DISC, etc
- Flex your style to work with your boss
- Have a conversation with your boss to work things out
- Try to determine what your boss needs and how you can meet those needs
- Determine if you can live with it or if you need to leave
- Determine what you can learn from the situation
- If it is harassment, document what happens and report it

# Layoffs



- Always be prepared – have your documents updated, have a vibrant network, have \$\$ available
- Make yourself indispensable
- Get information and ask questions– severance, unemployment, COBRA
- Determine what you can learn from the situation
- It feels very personal, it usually isn't
- Ask yourself about the good that can come out of the situation
- In the exit interview, do not talk disparagingly about the company or any people in the company
- Do not talk disparagingly about the company after you leave
- You never know when and if you might work for that employer again or work with people from that company
- Leave well - work productively through your last day

ONE REASON PEOPLE  
RESIST CHANGE IS  
BECAUSE THEY FOCUS  
ON WHAT THEY HAVE TO  
**GIVE UP**, INSTEAD OF  
WHAT THEY HAVE TO  
**GAIN.**



# Termination

- If you believe the company is wrong; determine if you want to pursue action
- Ask what they will say about your departure
- Determine your Exit story and be truthful
- Be careful your attitude
- Determine what you can learn from the situation
- It is not the end of the world, you will be hired again!
- Leave well – work productively through your last day

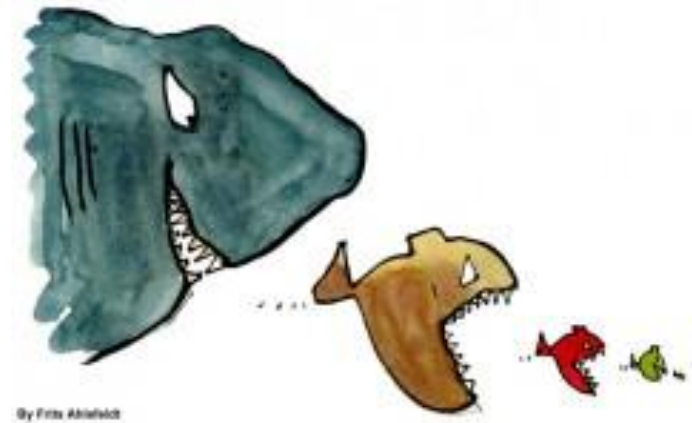
# Leaving an Employer



- Ask if you can use the company and your manager as a reference
- Connect with people on LinkedIn that you want to stay in contact with
- Provide an appropriate notification time – 2 weeks or longer
- Provide documents, files, and make sure your team knows where they are
- In the exit interview, do not talk disparagingly about the company or any people in the company
- Do not talk disparagingly about the company after you leave
- You never know when and if you might work for that employer again
- Leave well - work productively through your last day

# Mergers/Acquisitions

- Always be prepared – have your documents updated, have a vibrant network, have \$\$ available
- Make yourself indispensable
- Volunteer to serve on the transition team
- Provide your expertise so you can help the merger/acquisition to be successful
- Research the other company and become knowledgeable
- Do all you can to make the merger/acquisition successful
- Determine where you fit and how you can contribute



# Promotion

- ▶ Research the department, function, team members, prior person in the position
- ▶ Ask for any data, performance information, job descriptions, etc
- ▶ Meet with your manager to determine expectations, goals, major priorities, issues or problems
- ▶ Meet with any direct reports, get to know them and let them get to know you, set expectations and goals



# Contract/Consulting

- Be open-minded to pursue contract/consulting; it can open other doors
- Find opportunities in your field or in the field you would like to be in
- If you are currently receiving unemployment, 1099 work can eliminate future unemployment benefits
- Seek out W2 contract or consulting opportunities
- Ask for benefits, vacation, etc
- Add contract/consulting positions to your resume and LinkedIn profile
- If you decide you really like it, consider creating your own consulting firm

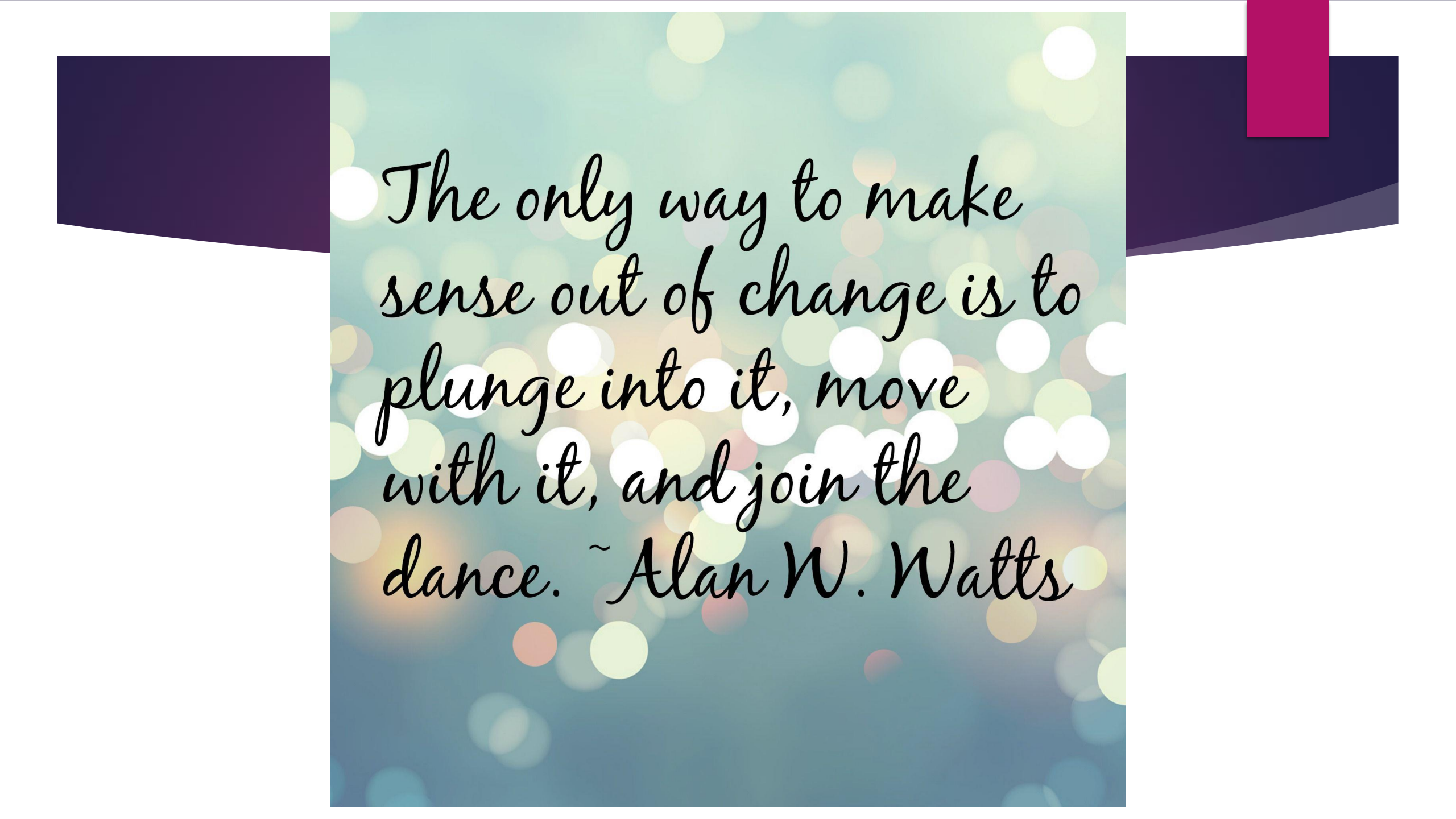
**I don't  
work here,  
I'm a  
consultant**

# New Job/Career/Industry

- ▶ Research the company, industry, position to become familiar as quickly as possible
- ▶ Speak to others in that company, industry, similar position to determine ways to make an impact
- ▶ Ask for any information, data, etc that will help you get up to speed
- ▶ Meet with your manager to determine expectations, goals, major priorities, issues or problems
- ▶ Meet with any direct reports, get to know them and let them get to know you, set expectations and goals
- ▶ Be prepared as you enter your new job



**Congratulations**

The background features a central rectangular area with a bokeh effect of out-of-focus light circles in shades of teal, yellow, and white. This central area is flanked on the left and right by dark purple geometric shapes. On the right side, a vertical magenta rectangle is positioned above a dark purple trapezoidal shape.

The only way to make  
sense out of change is to  
plunge into it, move  
with it, and join the  
dance. ~ Alan W. Watts



# Action Plan

1. What did you learn about yourself and how you view change that is helpfully to you for future changes?
2. What characteristic/behavior/quality do you want to further develop to help you to navigate change in the future?
3. What career change are you going through right now or do you need to prepare for?
4. What will you do to prepare for that career change?





# THANK YOU

- ▶ Please connect with me on LinkedIn with my email [amydinning@juno.com](mailto:amydinning@juno.com)
- ▶ Please take care of yourself as you go through the changes of life
- ▶ Be ready for the changes that will come



**CHANGE  
IS GOOD.**

**You go  
first!**



**DON'T BE AFRAID  
TO START OVER.**

**IT'S A NEW CHANCE TO  
REBUILD WHAT YOU WANT.**