<table>
<thead>
<tr>
<th>How we talk about change</th>
<th>The realities of change</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Episodic</td>
<td>• Continuous</td>
</tr>
<tr>
<td>• Temporary</td>
<td>• Iterative</td>
</tr>
<tr>
<td>• Possible to handle and complete</td>
<td>• Possible to guide and steer</td>
</tr>
<tr>
<td>• To be endured</td>
<td>• To be relished</td>
</tr>
</tbody>
</table>

Change: to become different
Kübler-Ross Change Curve
Kotter’s 3 Step Process

1. Prepare
2. Manage
3. Reinforce
Prepare

What will be different?
- Define your changes.

What will be the impact of those changes?
- Talk through feelings and reactions.
- Define benefits & losses

What are my action steps?
- Set expectations and standards.
- Protect Personal Values.

Where does this fit into your Career Strategy?
- Identify how the differences matter in the long term.
Manage

Identify Mental Blocks
- What blocks show up for you?
- What is a different response to have?

Engage support networks
- Strong links
- Weak links

Feelings
- Do the next thing.
- Share your feelings.
Reinforce

Celebrate Quick Wins
- Break change down into small tasks

Reward yourself
- Give yourself a “gift”

Utilize Symbols
- New Space
- New people