



Who Wants to Change?

"Most people would rather change their circumstances to improve their lives when instead they need to change themselves to improve their circumstances." John C Maxwell

A CHANGE TEST:

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FIVE TRUTHS ABOUT CHANGE

#1 The Size of the Change Does Not Matter – Even small changes can create big responses.

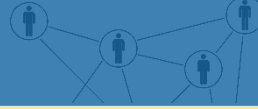
#2 Change Equals More Effort – Any change, even on to create more efficiency, will at first necessitate more effort.

#3 Change Exposes Confidence (or the lack of it). – All change places us into a position of vulnerability.

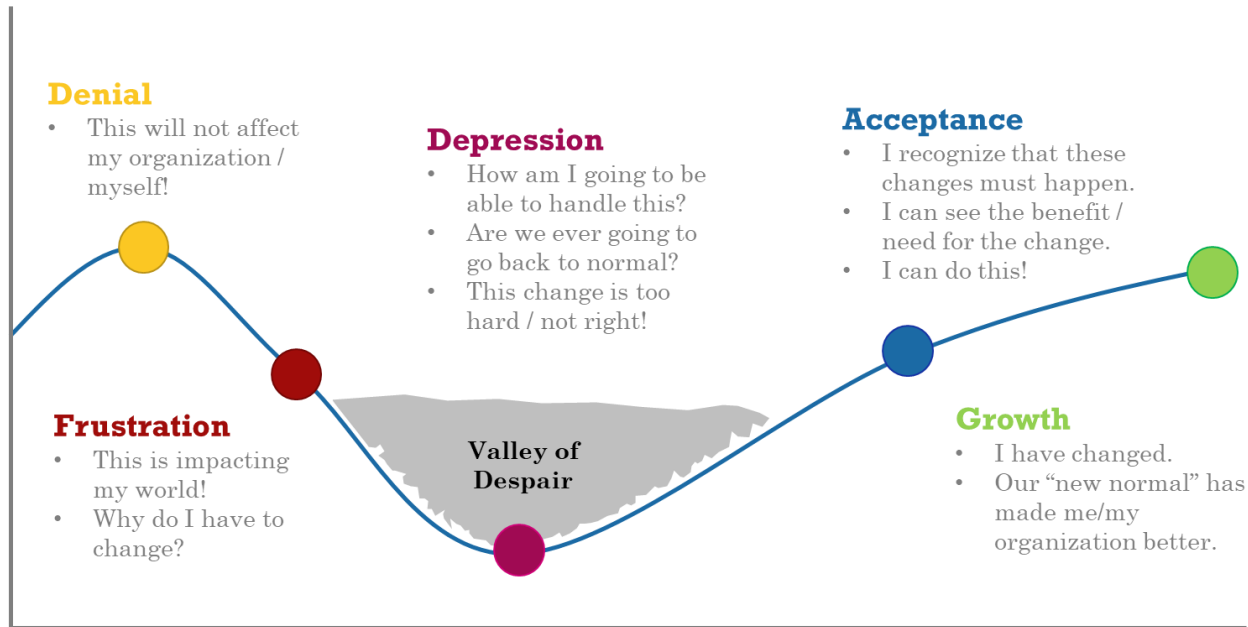
#4 Change is Inevitable – In life the only constant that we can depend upon is change. Change is all around us, has been all round us, and it will continue to be all around us, so embrace the idea that change is inevitable.

#5 Change is a Process – Most of us would like change to happen quickly, but it just isn't so. Change is a process and it often takes a lot more time that we initially think it should.





The Change Progression



THE RESTAURANT QUESTION

You've got a free night to go out and eat with your significant other or friend. Do you...

- A. go to your favorite restaurant and order your favorite dish?
- B. go to your favorite restaurant and order a new dish?
- C. go to a new place, but order a familiar dish?
- D. go to a new place and order a new dish?

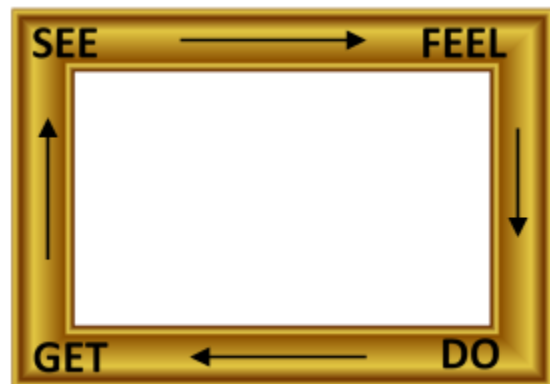
ReFraming Change

How we see something influences how we feel.

How we feel dictates what we do.

What we do determines what we get.

What we get reinforces who we see something.

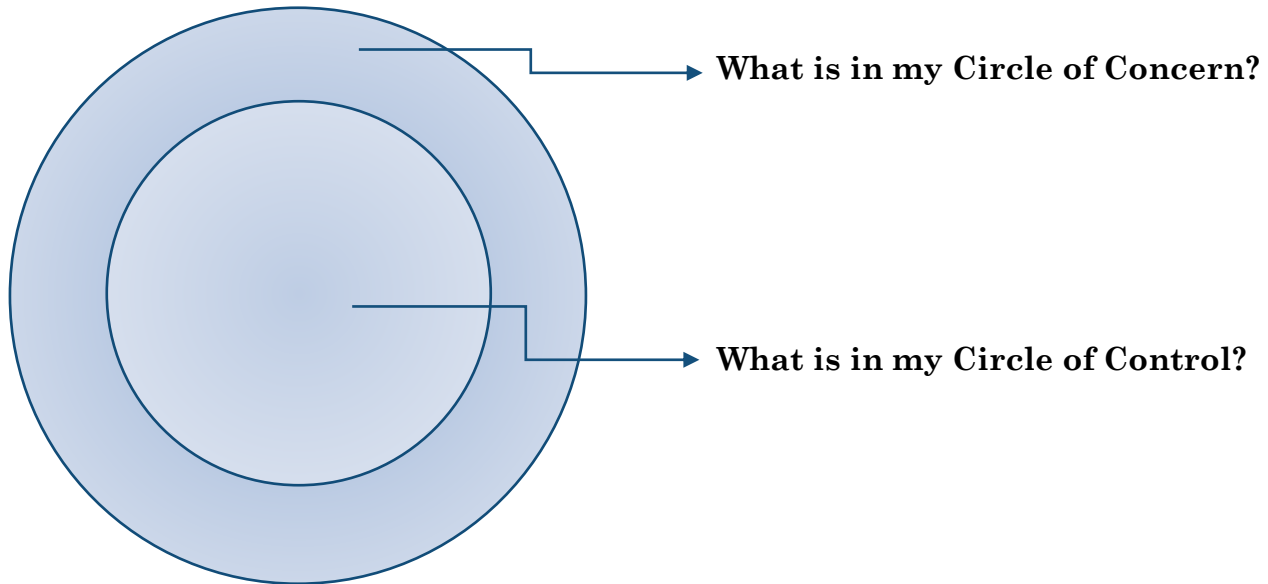


"You cannot be the same, think the same, and act the same if you hope to be successful in a world that does not remain the same." - John Maxwell



CONCERN VS CONTROL

"Circles of Concern are the things that you often waste time and energy worrying about, but that you have little to no control over. Meanwhile, Circles of Control are the things that you can influence in your daily life." Steven Covey



5 Growth Choices

CHOOSE TO PAUSE

"Between stimulus and response there is a space. In that space is our power to choose our response. In our response lies our growth and our freedom."

REACTING
<ul style="list-style-type: none">• Uncontrolled• Emotion-driven• Short-sighted• Aggressive• Weakens you

RESPONDING
<ul style="list-style-type: none">• Thoughtful• Controlled• Brings resolution• Reason-driven• Empowers you

Are you more like a carrot or a coffee bean?



CHOOSE TO BE GRATEFUL

Gratitude is more than saying thank you. It is about seeing difficulties as opportunities and problems as gifts of learning. Ensure that you account for what you are grateful for on a daily basis.



CHOOSE TO STEP FORWARD

When the feelings of fear, anxiety, and worry appear, be sure to “step forward” through the terror barrier into growth. Mel Robins has a great strategy for doing so, called the 5 Second Rule.

The 5 Second Rule

1. Pay attention to your thoughts
2. When something comes to your mind that causes discomfort
3. Count backwards (outloud) 5, 4, 3, 2, 1
4. Think “blast off” and physically move
5. Repeat every time that courage is needed

CHOOSE TO LEARN

Change almost guarantees failure. We should not use the fear of failure as an excuse not to change, but rather see failure as a chance to learn. Napoleon Hill said, “Every failure brings with it the seed of an equivalent success.” That is, the faster we fail the faster we learn what it takes to be successful.

CHOOSE TO INFLUENCE

“Between stimulus and response there is a space. In that space is our power to choose our response. In our response lies our growth and our freedom.”



Active Resisters



Skeptical Observers



Change Warriors



Using the FRAME to Change

FRAMING CHANGE

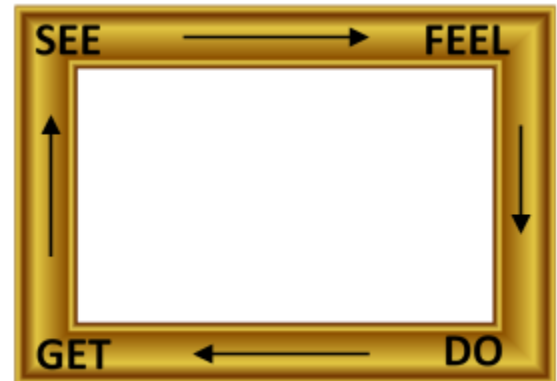
What is a change that you are currently or soon will be going through?

How do you SEE this change?

What FEELings arise when you think about this change?

What are these feelings cause you to DO?

What results do you think you'll GET if you keep doing what you are doing?



REFRAMING CHANGE

How could you SEE this change differently? (What positives can come from it?)

As you think about the positives, what FEELings does this create?

What could these feelings cause you to DO?

What sort of results do you think you'd GET if you reframed?

Homework

- ReFrame at least one change.
- Choose to Step Forward and share your experience.
- Describe "How can you be a change warrior?"