

Dealing with the Psychology of Change

- Connected Leadership: Resilience and Reinvention
- UW-Parkside
- October 22nd, 2020
- Dr. Janet Taylor
- @drjanet

won't you celebrate with me

won't you celebrate with me what I have shaped into a kind of life?

i had no model.

born in Babylon both nonwhite and woman

what did I see to be except myself?

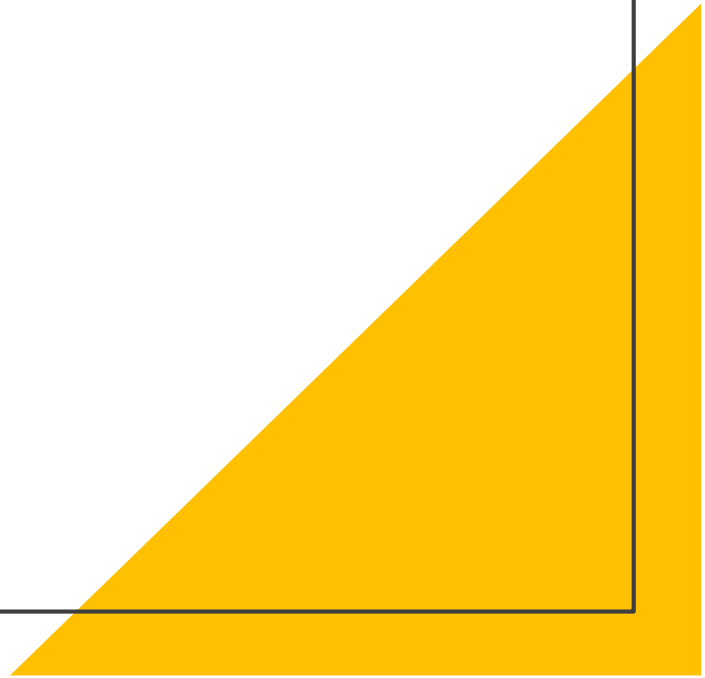
i made it up here on the bridge between starshine and clay, my one hand holding tight
my other hand;

come celebrate with me that ***everyday something has tried to kill me
and has failed.***

--Lucille Clifton

How We Got Here

- Two Pandemics- Covid 19 & Racism
- Structural Racialization
- Power
- Access to Resources
- Internalized Oppression



Your Brain on Change



Make meaning of Suffering and consciously *shift* to Strength

- Accept where you are and how you're feeling
- Integrate the meaning of your pain /power into your larger story (narrative identity)-internalized, evolving story of the self, includes, *past*(reconstructed), (perceived) *present*, (imagined) *future*

Process:

Self-awareness-knowledge of one's feelings, character, motives and desires

Adaptation-integration of challenging experiences

Post-Traumatic Growth

Recognize Your Suffering

Suffering = Pain x Resistance

Post Traumatic Growth Model



Resilience

Ability of an individual to “bounce back” and adapt in response to adversity and/or stressful circumstances in a timely way such that psychophysiological resources are conserved.



Release the
Arrow

High Resilience

- Quicker cardiovascular recovery following subjective emotional experiences
- Less perceived stress
- Greater recovery from illness or trauma
- Better management of dementia and chronic pain

Resilience Mindset

Seeks novelty-willing to experiment

Belief that human ability is capable of developing overtime & can improve after setbacks

Requires Attention and awareness of thinking

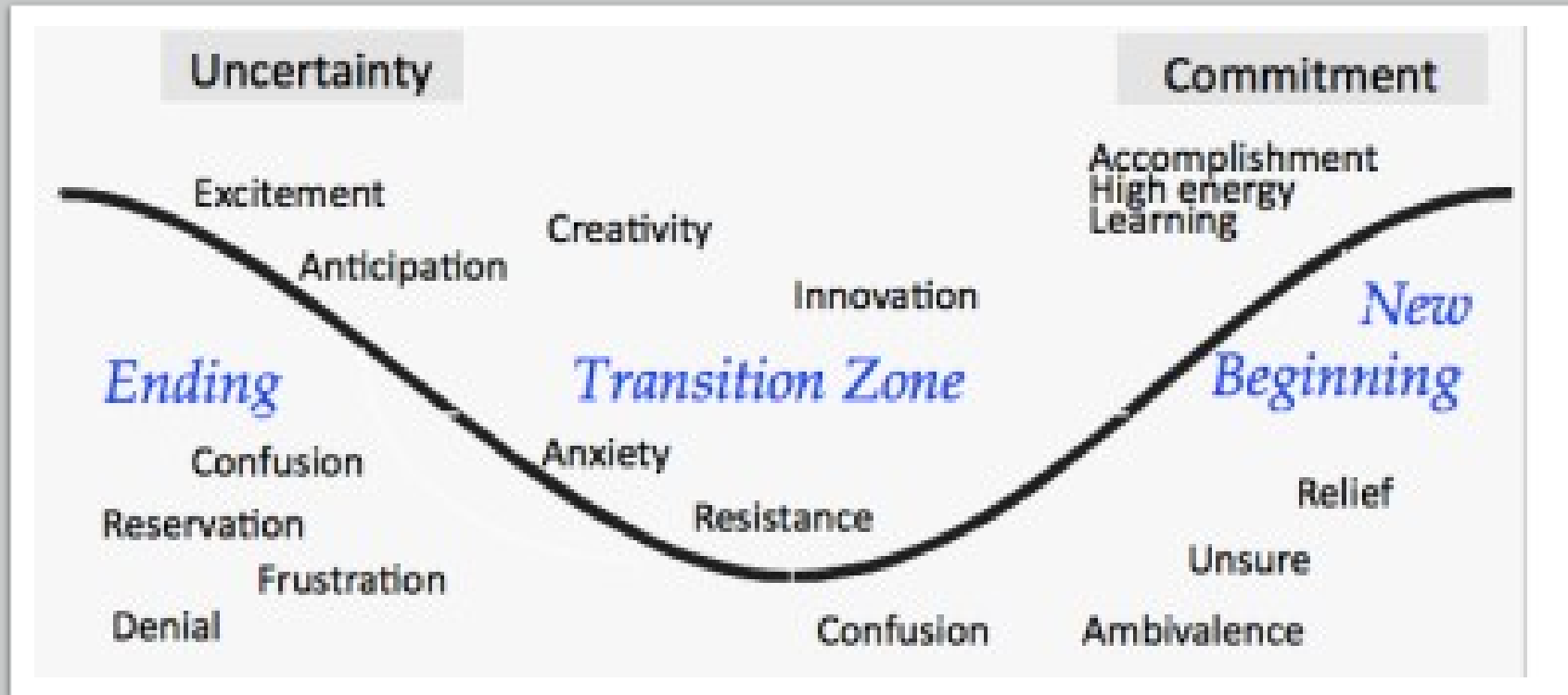
Actively engages in self-monitoring

Always a change to improve

Learns from Others

Sees feedback as a challenge to learn not a threat

Focuses on Pushing through to Potential



Bridge's Model of Transition

“the essence of life takes place in the neutral zone phase of transition. It is in that interim spaciousness that all possibilities, creative and innovative ideas can come to life and flourish”

Susan Bridges

Reframe Your Mindset

- Learn
- Listen
- Highlight what works
- Fix what's failing
- Purpose

RESET

Recover and Reflect

Evidence-Based Information

Self-Care

Embrace Your Control

Togetherness

Are you okay?

- Are you well?
- Are you thriving?

“Caring for myself is not self indulgence, it’s self-preservation, and that is an act of political warfare”

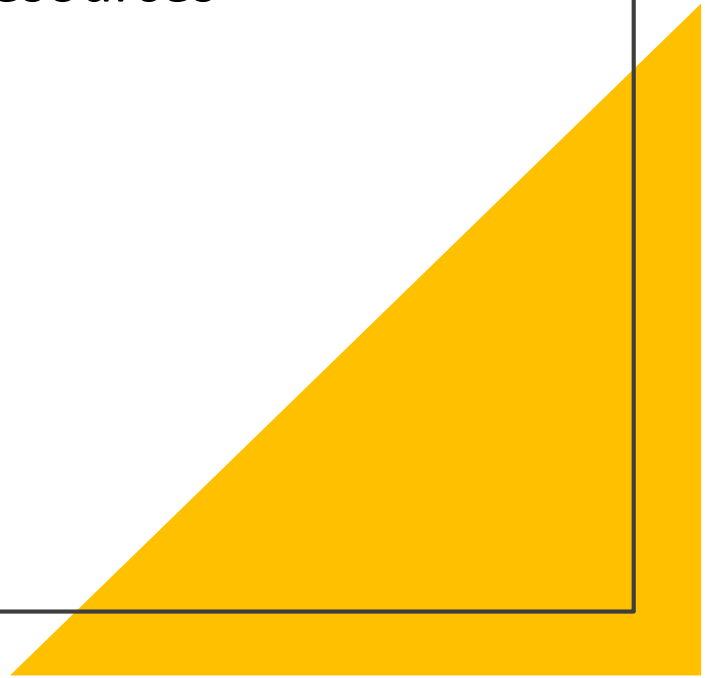
Audre Lorde

Post Traumatic Growth Model



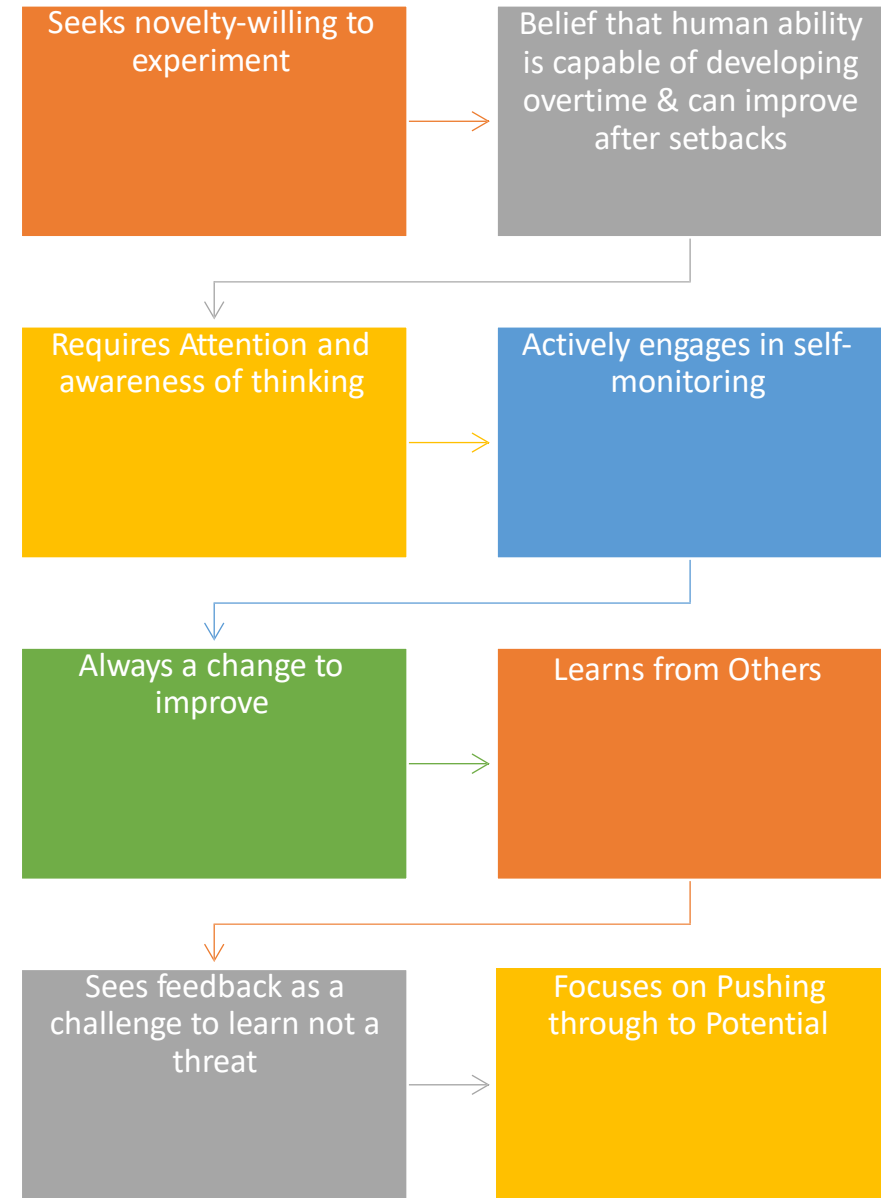
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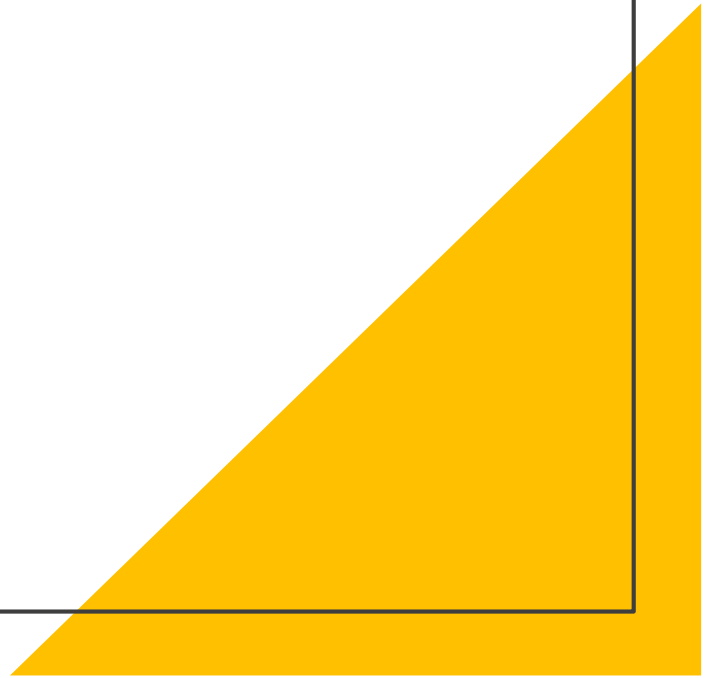


Resilience Mindset



High Resilience

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RESIST*what
doesn't
make your
flourish

- Take charge of ones' life and refuse to accept the configurations of the way things are.
- Various ways of saying "No"
- Keep pushing with purpose-*agency*
- Fix what's failing
- Highlight what's working
- Let anguish allow one to reflect upon one's commitment to survive and on the meaning of the commitment itself

The Change Formula

(Richard Beckhard and David
Gleicher)

$$(V \times D) + FS > R = C$$

Above the Line





RESET

- Recover and Reflect
- Evidence-Based Information
- Self-Care
- Embrace Your Control
- Togetherness

Reclaim

“I now call my power back from anyone, any situation, belief or event that has held it before now. I invite my power back with ease, grace and gratitude, right now and so it is...”

Reclaim Our Power

- Stop saying Yes when you want to say No
- Invite Your Personal Power Back...in
- Change your self narrative and reacquaint yourself with what it means for you to be powerful and a force for good
- Think of and Write down something that your have always wanted to do but have put off because of fear. Give yourself permission to be as big, go deep and express yourself with as much freedom as you contain.



The background features a white central area with grey and yellow geometric shapes. A dark grey triangle is in the top-left corner, and a lighter grey triangle is in the bottom-left corner. A yellow triangle is in the bottom-right corner. A white diagonal line separates the dark grey and lighter grey areas.

Thank You!

Questions, Comments, Discussion