

The CHOICE Connection

Positive strategies. Practical solutions.

constructive
CHOICES
Jean Strosinski, PhD, PCC, CPT

August 2011 "Navigating Change"

Volume 5, Issue 8

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QUOTABLE QUOTES

What You Can Do Every Time ...

Amazon.com Resources

Internet Connections

Navigating Change

From Jean's Bookshelf

CHOOSE TO...

What You Can Do Every Time in the Face of Change ...

- Show up
- Be present
- Tell the truth
- Let go of the outcomes

Amazon.com Resources

Switch: How to Change Things When Change is Hard by Chip Heath & Dan Heath (Feb. 2010)

Navigating Change:

Quotable Quotes

"The first step toward change is acceptance. Once you accept yourself, you open the door to change. That's all you have to do. Change is not something you do, it's something you allow." ~ Will Garcia

"Nothing is permanent but change." ~ Heraclitus

"Everyone thinks of changing the world, but no one thinks of changing himself." ~ Leo Tolstoy

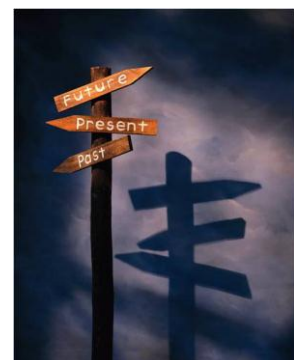
Dear Jean,

Navigating Change

I am always on the lookout for some great new insights into what it takes to navigate change and do it effectively. Even though I don't embrace it as readily as others, I live with it. We all do! So one of the most important questions for me, is how do you prepare for a life that is guaranteed to change.

Materials seem to show up on my desk for a reason and just at the right time. As I was cleaning off the desk this morning, the March 2011 issue of [Talent Management](#) was staring me in the face. Its cover has a chameleon sitting on a flower and a feature issue title - "Are You Change Capable?" Timely and appropriate!

In this issue there is an article titled, "Screening for Adaptability and Resiliency," by Rose Mueller-Hanson. What the author points out early



How CEOs, Top Teams, and Boards Steer Transformation (Management of Innovation and Change)
~ Donald C. Hambrick, David A. Nadler & Michael L. Tushman (Editors) 1998

Internet Connections

[Your Unconscious Motivators](#) - I am a qualified PRINT® provider. Call with your questions and to sign up to take an inexpensive assessment to learn HOW and WHY you show up in life.

[The Resilience Scale Assessment](#)

[The Resilience Institute](#)

[Intercultural Adaptability Assessment](#)

[Navigating Change](#) - Workshop from William Bridges

[Interesting approach to significant change](#)

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in the article is that organizations are looking for talent "who can anticipate change, develop innovative approaches to manage change, recover quickly from setbacks and work effectively with people from a variety of backgrounds and culture." From this viewpoint, she states that organizations are looking for talent who are adaptable and resilient.

The article provides insight into the nine (9) faces of adaptability as well as the key attributes that can predict adaptive performance. Please, see the link below in the resources to read more about the Nine Faces of Adaptability. In addition to intelligence to know how to do the job, Ms. Mueller-Hanson identifies the following skills as also being relevant:

Cognitive complexity - the ability to consider and integrate conflicting information

Metacognitive skill - the ability to be aware of and regulate one's thought processes

Frame-changing skill - the ability to change the way a problem is perceived

Learning agility - the ability and willingness to apply lessons learned from previous experiences

Fold into this the variety of personality factors that can predict one's ability to be adaptable. To quote from the article, these include ...

"Achievement motivation - the drive to persist and achieve results, even in the face of obstacles.

Resiliency - the ability to persist and recover quickly from change, hardship or misfortune.

Openness - Curiosity about the world, openness to new experiences and willingness to try new things.

Emotional stability and regulation - The ability to keep a calm and even demeanor, even in the face of stress."

The above skills as well as the personality skills that follow can be assessed through a variety of assessments. A reminder though that there is no one adaptability test that is appropriate for all types of jobs. And after intelligence and personality have been assessed and taken into account, there is a caution not to overlook the power of past experiences. Your success in past endeavors and your adaptability to change, or your resilience, will be strong indicators of your ongoing and future attempts to succeed in the face of change.

Bravo...on your curiosity and movement forward to navigate the constancy of change in your life,

Jean

From Jean's Bookshelf *(and some from the bookshelves of friends)*

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Choice Connection
Today!

"Poke the Box" - A short/wonderful read on taking initiative. (from W. Mairson)

"The Secret Life of the Grown-Up Brain; The Surprising Talents of the Middle-Aged Mind" Take a look at Chapter 6 - What Changes with Time (from M. Laurin)

["Are you Change Capable"](#) - Talent Management copy - March 2011

"Life Makeovers" ~ Cheryl Richardson (2000). An oldie but goodie ... 52 weeks to change

"The Power of One Thing: How to Intentionally Change Your Life" by Dr. Randy Carlson



CHOOSE to...

...Take a deep breath...breathe in...breathe out...prepare for the new...breathe into your heart...accept your intention...adjust your attitude...look behind...smile at what has been...turn forward...open to view the path and others already on it...take the first step.

...remember that it is summer...take the time to collect a favorite book...or pick up pen and paper...get comfortable...consider the change you just initiated...the choice to take a break...to read...to ponder...the time to balance your day and mind...make the day adapt...make you adapt to the day...CHOOSE TO...show up...be present...tell the truth...let go of the outcomes.

Administrivia

My Constructive Choices Audience...

- * Professionals wanting to be at choice in their career and daily work,
- * New Managers (and aspiring leaders) transitioning to establish a leadership role in their communities,
- * Individuals wanting to sort through the choices, build a more fulfilling life, lift their voices, and...
- * Coaches who choose to step out, show up, and say - *YES, it IS all about YOU!*

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