



July 2011 "Navigating Change"

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In This Issue

QUOTABLE QUOTES

What's Coming

The Top 3

Navigating Change

CHOOSE TO...

Quotable Quotes

"The most powerful agent of growth and transformation is something much more basic than any technique: a change of heart." ~ John Welwood

"I have learned that people change when they want to and not a moment sooner." ~ Simply Brilliant, Thomas Leonard

"Destiny is not a matter of chance; it is a matter of choice." ~ William Jennings Bryan

What's Coming

Just when I think I have it figured out, there is a shift and I am off in a new direction - new sights, new sounds and wondering how to navigate the new and unknown. It isn't always so scary...it just is the unknown - how to start, how to keep at it, how to finish, how to learn and how to be prepared for the

Dear Jean,

Navigating Change

Navigating Change, while a title of a workshop offered by the William Bridges' organization, also represents a challenge that we individually face every day of our lives.



And true, there are some of us that "love" change; others of us that tread through change; and still others that would love to deny that change has to occur. *Really, if things are working and fine as they are, then why does anything have to change?* Of course, the reality is that change IS the only constant in our lives. To hide or deny that there is, or will be change, is to create undue stress and struggle in our life.

In our lifetime, we will experience change in every aspect of our world - personal, home, work, relationships, financial, career, etc. And while we can't always be in control of some of the changes, we can learn to manage ourselves in the course of change. According to William Bridges, we can instill four guiding principles - "show up, be present, tell the truth, and let go of outcomes." And while he

next change. If you have some thoughts to share on navigating change - your best tips, advice...send them on. I'll put them out there for others to consider - it is time for a change and this can be a familiar one.

The Top 3

1. Change happens one person at a time and at different rates of speed.
2. People naturally resist change due to loss.
3. Plan together how to change successfully while overcoming the loss.

And...the natural human reaction to change is resistance!

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specifies these as guiding principles for work, I believe they hold true for every aspect of our life, not just our work environment.

My personal thoughts on what these four guiding principles really mean ...

SHOW UP - Be Aware and be prepared. As one dear friend said you don't always know what the opportunities will be, so you can only consider what you want and be prepared for what might show up.

BE PRESENT - Keep to your plans, your goals, your dreams as you continue to seek the opportunities. Accept the unexpected and unanticipated. Create the adventure, be curious, experiment with what might, can and will work.

TELL THE TRUTH - First, to yourself and to others! Be positive and be real. Make a plan to revise and reinvent if change steers you off course.

LET GO OF THE OUTCOMES - Know that what you want may not show up in just the way you thought it would. It could be better, greater, more fulfilling!

What will it take to manage change in your life? Well, there may be a few new skills to learn. You will have to sort through the skills that you currently possess and consider one or two new ones that will strengthen a resolve to be a better manager of change in your world.

For me ... one who doesn't love change and strives to manage the new challenges ... well I think I'll begin to work on embracing the ambiguity and be more creative in the development of temporary systems as part of my experimenting with new plans to put in place. What I have given more thought to in the last two months is my retirement and starting that transition now. It is still a few years out and while much can and will change in the next few years, I am determined to be ready for retirement that one day it will just be where I am.

May your self-awareness and development create the life you desire, even through the winds of change,

Jean

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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.

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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