

## #10: Are You Ready for What's Next: Dealing with Change

*Question: How comfortable are you with change?*

We all react differently to change. It's like navigating a new path, and everyone has their own way of finding their footing.

At times, we have different roles regarding change including leading change, supporting change, and being part of the change.

*Question: At work, do you typically lead, support, or simply adapt to change?*

Dealing with change successfully is a journey with four stages. Depending on your role, you'll be involved in different ways:

- **Planning:** This is where you lay the groundwork, like creating a roadmap for the journey.
- **Transition:** This is the actual shift, the time when you're actively moving from one state to another.
- **Support:** This is about helping others navigate the change, offering guidance and encouragement.
- **Integration:** This is the final stage, where you settle into the new normal and reap the benefits.

*Question: Which of these stages feels most natural to you?*

Your strengths empower you to deal with change successfully. For example:

Context	Likely to remember past changes and how they were handled; ask for insight into making it smooth
Developer	Drawn to the potential in others and changes that help foster growth; will support efforts toward development
Belief	Can be stubborn if change interferes with personal or organizational values; shows how change aligns with values
Harmony	Uneasy with change if it disrupts peace; can mediate between different parties
Responsibility	Thorough and complete in their approach; they can help deliver a comprehensive change process