Week 10 How to let Change Happen, Dealing with Change Peggy Pisano

<u>Change-</u> Change is the act or instance of making or becoming different.

The ability to change is often frightening because change often deals with the unknown. We resist change because we fear the unknown and because change is generally hard. Change requires effort and activities. Change is a process not an event.

Change is different for different people/personalities.

- 1. Some people change/adapt quickly and seek new experiences more often.
- 2. Other people stick to a routine and follow/keep to how they have always been or resist change.

This is how people are hard wired, most people fall somewhere in the middle of these types of personalities.

Our intention to change is the biggest predictor of the ability to change. Long lasting change occurs best when it's self motivated and rooted in positive thinking. With change we hope to be a better, more capable person. Behaviors are very complex and there are many steps/parts to specific behaviors.

In order to make changes in a behavioral way there are specific steps to be taken. These types of changes generally have to do with increasing or decreasing behaviors.

- 1. Break the behavior into small steps, review the overall goal and separate it into specific parts.
- 2. Make and keep the process simple.
- 3. Prepare for set backs.
- 4. Monitor behavioral steps along the way.
- 5. Request and receive feedback, from self-examination or from others. Review what is working, modify things that aren't working.
- 6. Practice the new behaviors; new behaviors must be protected. Understand that small steps are really "big steps".

How to help children be accepting of change

- 1. Speak with your child about any upcoming changes in the family or behaviors that you would like to help them modify.
- 2. Explain to your child that change is an inevitable part of life.
- 3. Give them advanced warning of family changes, so they can be better prepared.
- 4. When dealing with family changes (i.e. a move, change in school, change in family structure) try to keep other things around the environment the same as much as possible.
- 5. Answer all your child's questions about the changes.
- 6. Expect regression of other behaviors.
- 7. Be accepting of your child's feelings; accept their form of grieving the issue, which may look different from an adult emotional response.
- 8. Offer your child choices if possible about the situation, ask your child's opinion or ask them to help with regard to some of the changes.
- 9. Stay positive
- 10. Try to help your child find something positive in the change, even if it has had a negative effect on the family.
- 11. List things with your child that they can be grateful for, review the list frequently.
- 12. Try not to make your anxiety their anxiety.
- 13. Make sure they don't take the changes personally (i.e. blame themselves especially with regard to family changes).

Games to play with children regarding changes

- 1. Change your seat- This can be done anywhere, have child and everyone change their seats at the table or in the car etc. Ask your child afterwards how they felt have them process what those changes were like.
- 2. Change your look- Have your child look at you, then have them turn their back to you while you change/add things to your appearance. Have the child turn around and state the changes and talk about them.
- 3. If you play a game with your child have them change their position, the line-up etc. help them to understand how those differences felt.
- 4. Read books about changes with your child.