

## Change and Stress on the LMC

“Change is inevitable in life. You can either resist it and potentially get run over by it or you can choose to cooperate with it, adapt to it and learn how to benefit from it. When you embrace change, you will see it as an opportunity for growth.” - Jack Canfield

FOUR STAGES OF CHANGE:	STRATEGIES:
Denial	Allow time for the change to sink in. People need time to accept that the change is going to happen.
Resistance	Provide as much information as possible. Try to be transparent throughout the change process by providing clear information in as many forms as possible.
Exploration	Channel energy in positive directions; don't dismiss people.
Commitment	Reward successes as they occur. Acknowledge individual's accomplishments in making the change happen. Make sure others feel included in the change process – you are a team!

### LMCS AS A BRIDGE TO CHANGE!



A new way to think about your work on your Labor-Management Committee is to see your team as a kind of “bridge” to change. Committees are the gap between what we know and the new beginning of what we must learn. We know that change can be difficult.

You can use your LMC to help facilitate change in the easiest way possible – for the team AND for your agency!

# STRESS

***“The stimulus, experience, or response that occurs when we need to adapt or change.”***

~American Institute on Stress

STRESS RESPONSE:	STRATEGIES:
<b>Fight or Flight</b> (Power Plays or Walk Aways)	<ul style="list-style-type: none"><li>• Breathe!</li><li>• Ask questions</li><li>• Listen for the “ouch”</li><li>• Use open and relaxed tone</li></ul>
<b>Amygdala Hijack</b> (You just lost your mind)	<ul style="list-style-type: none"><li>• The “Power of the Pause”</li><li>• Breathe!</li><li>• Label it</li></ul>

## OTHER HELPFUL STRESS STRATEGIES:

1. **Reframe and rethink** - Turn your thoughts about something into something else. For example: a traffic jam becomes an opportunity for some reflection time.
2. **Remain objective** - Consider the big picture. Ask yourself, “How important is this *really?*”
3. **Look at different perspectives** - Consider how others could perceive things differently and consider their perspective.
4. **Accept what you cannot change** - Don’t try to control the uncontrollable.
5. **Forgive yourself and others** - The world and people are imperfect. They always have been, and they always will be.