



# March 2022: Riding the Waves of Change

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*A National Business Psychology Firm*



***“We cannot change anything until we accept it.  
Condemnation does not liberate, it oppresses.” – Carl  
Jung***

Welcome to the **March 2022 edition of TotalWellbeing**, your guide to the **8 dimensions of wellbeing**. This month we will continue by exploring family bonds and the importance of our personal social support systems.

Change is part of life and there is not much we can do to stop that. What we do have control over is ourselves. It’s important that we practice our ability to flow with changes in life and to accept them so that we can move past them and onward to the next stage of our lives whatever that looks like for you. This can be hard. We may not want the change, or we may just be a bit scared of things being different than they are now. We form comfy routines that we do not want disturbed. Alas, change does not care about our desires in that regard. For that reason, we must be adaptable, and agile so that we may take whatever life throws our way in stride. To help you think about, and practice, your ability to roll with the punches, take a look at the tips below.

Please remember that your EAP is here for you if you need to address change, disruption, work/life balance, or just want to talk to someone. You have access to free and confidential counseling, wellness coaching,

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To your total wellbeing,

The MINES Team

## ***Coping with Workplace Change***

Change evokes fear in most people because of the uncertainty it presents. People wonder: Will I be adequate for this new position? Will I be able to get along with my new boss? Will the corporation my company is merging with allow me to keep my job?

“Major changes, such as new management, downsizing or a company buyout, can result in a feeling of panic,” says Susan Starr, a human resource consultant and owner of H2O Marks, a Dallas-based marketing company.

### **Understanding change**

When you have a routine, you know what to expect, and even if it’s difficult or boring, it’s consistent and reliable. You have learned how to do your work and deal with the people who work with you. But when something changes, suddenly your routine is broken and you no longer know what to expect.

Even if the change is for the better, the transformation can be difficult. For example, when one company installed a new phone system, a frustrated employee exclaimed, “I know it will be so much better once I get used to it, but right now the phones are driving me crazy.”

“It is the same with any kind of change,” says Ms. Starr. “There is a period of adjustment until you feel the consistency that builds trust and confidence. During this time, you may feel disoriented, frustrated, angry and powerless.”

The best time to prepare for any change is when things are running smoothly. That way, you’ll have time to plan ahead.

One way to do so is to practice the following four A’s of coping with change:

### **Awareness**

Since uncertainty about the future creates the most fear and stress during a change, try to find as much information as you can about your situation. Whom can you ask? What can you learn? What research can you do? The

more you learn, the less uncertainty you'll experience. Behaviors, thoughts and actions that can be learned and developed will help you cope with change.

### **Acceptance**

You may not like the change, but if you accept the fact that it is the way it is, instead of fighting it or complaining about it, you'll feel less frustrated. "It's important to accept transformations with grace and a sense of looking forward to a new experience," says Ms. Starr.

### **Attitude**

Are you being fearful or are you thinking about the possibilities for improvement change might bring? To focus on the positive aspects of your change, write a list of all the possible positive outcomes. Even though minor changes can cause stress and frustration, the good news is that any change can be an opportunity for something positive to happen. What's more, when you learn how to cope effectively with minor changes at work, you'll develop the skills and positive outlook necessary to help you deal with a major change.

### **Action**

This is where you do have some control over the situation. It's how you prepare and respond to change.

The following positive actions can help you cope.

- Develop a network. Always keep in contact with your managers and fellow employees from former jobs. Your network will be a valuable resource in times of change.
- Learn new skills. Learn a new computer program. Take a class in communication skills. Learn to make presentations. Ongoing training will add skills to your professional tool kit.
- Change your surroundings. Do what you can to make your work area pleasant and comfortable.
- Ask action questions. Whom can you talk to if a situation is getting more difficult to cope with? How can you get to know a new boss or coworker? What ideas can you present to your company that will help with the change?

"The key to coping with change is resilience," says Ms. Starr. "Resilience means knowing how to survive and making the best of change in spite of setbacks, barriers or limited resources."

Remember, if you or a household member are struggling with change or any disruption in your life, your employee assistance program is here for you. Resources include free and confidential counseling, wellness coaching, trainings, personal development tools, and more. **If you need additional information or to access services, please call MINES and Associates at 1-**

**800-873-7138 today.** Also, [PersonalAdvantage](#) has a ton of great resources and FREE [webinars](#).

## ***Managing Changing Expectations***

It is a natural part of life to have to adapt, but that doesn't make change any easier. Many people find change difficult and anxiety provoking, even when the changes are positive. At times, you will experience changing expectations in some aspect of your life—whether in the context of work, home, or elsewhere. Here are some tips to effectively manage these changes.

### **Practice Acceptance**

When you find yourself facing changing expectations, work on accepting what is rather than fighting these changes mentally. This doesn't mean you have to agree with or like the changes, but acceptance can help combat unnecessary stress and worry.

### **Keep an Open Mind**

It's OK to feel uneasy or anxious, especially if you feel you've had little or no control over these changes. Try to shift your focus to what you can do to ease the transition and do your best to adjust. Also, focus on possible positive outcomes from these changes rather than dwelling on what could go wrong. Remind yourself that change is typically the most challenging at the beginning and tends to get easier with time as you develop a routine and master new ways of doing things.

### **Reach Out to Others**

Keep an open dialogue with others who are also experiencing these changes, such as colleagues, neighbors, friends, or family members. That way, you won't feel like you're navigating this new road blindly. You might be surprised how many others feel the same way you do, and it can be validating to know you're not alone. At the appropriate time, provide feedback to your supervisor about how a new process is going or how a change has affected workflow. This can help your employer improve and ensure the changes are manageable.

### **Do Your Best**

Each day, all you can do is give it your best. Change takes time, so don't be too hard on yourself if you are struggling with the adjustment. Also, remind yourself that others are likely doing their best too, so try to be supportive of others and patient during any period of adjustment.

***If you or a member of your household needs assistance or guidance on any of these wellbeing topics, please call MINES & Associates, your EAP, today for free, confidential, 24/7 assistance at 800.873.7138.***

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