

5 Tips for Adapting to Change in Your Workplace



Statewide Human
Resources
Management

Talent Solutions Team

As organizations strive to innovate and grow, employees can feel disconnected from or even resentful of the change process. Only in an ideal universe does all information about the change flow seamlessly to you and your teammates, providing complete clarity around your role, responsibilities or business process. Change management is definitely a high-stakes proposition for an organization and its workforce!

Instead of focusing on speculation, noise and outright anxiety about the change, these basic shifts in your mindset can make you feel more resilient and successful in navigating change.

1. **Focus your energy, effort, time, and resources on positive outcomes** – The basic human need to feel comfortable and secure while in the midst of change is less important than the very practical need for you and your organization to land firmly on your feet after the change.
2. **Apply curiosity** – Leaders hold in high regard employees who ask critical questions and can think and solve innovatively. Contribute your ideas. Ask questions. Share.
3. **Embrace progress** – Reflect on the scenarios when you, your team, or business unit did not deliver correctly or on time to a user or client. What would you do differently now? Use this change opportunity to set a new course.
4. **Be open-minded and teachable** – Don't max out on your learning and perspective. Feeling uncomfortable is part of any change journey. Practicing adaptability in all that you do helps you uncover the not so obvious benefits of change and the new opportunities that might await you.
5. **Keep the momentum going** – It is true that at times you may lack the clarity you need in your changing environment, so all the more reason to deliver your best work, welcome new assignments, and show your drive.

Keeping these recommendations in mind when you encounter change will help you stay in touch with your feelings, gain perspective, and position you for success.