



Champion the new norm

THRIVING IN CHANGE

As business and societies adapt to new Covid-19 norms, many of us feel anxious and overwhelmed by the changes taking place around us. Here are some tips on how to thrive in a changing environment.

YOUR BRAIN vs CHANGES

Human brains are coded to treat changes as threats and prompt fight or flight reactions which can lead to a series of negative emotions.

These are normal reactions to changes. Some people may move on from them very quickly, some may take time to accept the changes.

Fight-or-flight reactions to changes

Resistance

Self-doubt

Denial

Blame

Emotional reactions to changes

Shock

Fear

Stress

Anxiety

Suspicion

Anger

Aggression

CHANGE YOUR NARRATIVE



Understand the reason for change

Before jumping to any conclusions, seek to understand the reason for change. Ask for clarifications and focus on facts to clear up any doubts or uncertainties. Avoid speculations or finger pointing.



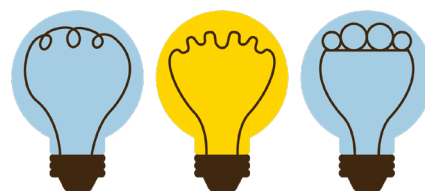
Picture what change will look like

Think about what your new reality will look like when these changes take place. This allows the brain to build new neural pathways and help you quickly familiarise with the new reality when it arrives.



Take control

Create your own certainty with an action plan & short-term goals to adapt to the changes. Think of all possible scenarios and what you would do for each of them. By doing this, you will feel a sense of progress and stay clear of negative thoughts.



Find the silver lining

Identify a positive outcome of the change for yourself and steps to achieve it. Reflect on past experiences when you overcame stressful changes successfully. What was your learning? What would you do differently?

DEAL WITH UNCERTAINTIES

As the pandemic evolves into a more complex situation, we are faced with a lot of uncertainties. When doubts creep in, remember to take it slow and focus on what you can control.

1

Be kind to yourself. Don't beat yourself up when things don't go as expected. Remind yourself that it takes time and you will overcome it eventually.

2

Celebrate small wins. Recognise your own efforts and thank yourself for going thus far. Reflect on your wins, what went right, what you can do better.

3

Let go of things you can't control. Stop focusing on the worst case scenario. Put your energy in things you can act on, as simple as cleaning the house.

4

Have "shut down" hours when you put your worries aside and do things that make you happy like cooking, reading or exercising.

5

Focus on what matters, your decisions may look strange to others, but it makes sense for you and your loved ones. This is what matters.

6

Talk to people that you trust, they can help you clear up negative thoughts and introduce you to different perspectives and options.



Ask for professional help when you feel overwhelmed with stress and anxiety. Reach out to your local HR Team for details on Employee Assistance Program.