



Danger in the Comfort Zone

Our facilitator:
**Jean Marie Heilig, MLS,
MBA**
Fiscal Officer, LSTA Grant Coordinator
Colorado State Library



A Show of Hands!

- How many of you are afraid of change?



Put Up Your Hand!

- How many of you believe other people are afraid to change?



Change Happens

- Babies
- Marriages
- New Homes
- New Technologies
- New Jobs
- Promotion at work



<http://www.youtube.com/watch?v=tzIKoYLzdFo>

Intractable Change

- Smokers keep smoking
- Kids grow fatter
- Your husband can't ever seem to get his dirty shirts into a hamper



Words to Live By!

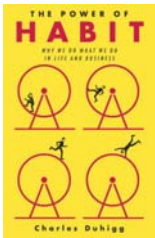
For anything to change, someone has to start acting differently.

Why the Resistance?

- Many view change as a threat.
- Change is overwhelming.
- Don't know how to deal with it.
- The first thought is "How will this effect me?"
- Fear of the unknown
- We dread losing what has become our "norm."
- Our routine has become a habit.....

The Power of Habit

- *How to Break Habits* / Charles Duhigg
– <http://www.youtube.com/watch?v=4H0fTwtPLfo>



Time to Interact!

In your job, what behaviors have become a habit (or routine) for you?

Did you know?

More than 40% of the actions people perform each day aren't actual decisions, but habits. - Duhigg

The Three Rs

- Deutschman, Alan. (May 1, 2005). *Change or Die*. Fast Company.
- Conventional wisdom says that crises is a powerful motivator for change.
- Change can be initiated by “speaking to people’s feelings.”



The First Key

Relate (new hope)

- You form a new, emotional relationship with a person or community that inspires and sustains hope.
- The leader or community has to sell you on yourself and make you believe you have the ability to change.

The Second Key

Repeat (new skills)

- The new relationship helps you learn, practice, and master the new habits and skills that you’ll need.
- It takes a lot of repetition over time before new patterns of behavior become automatic and seem natural– until you act the way without even thinking about it.

The Third Key

Reframe (new thinking)

- The new relationship helps you learn new ways of thinking about your situation and your life.

Example



Question!

Do you have a situation in which you believe the three keys to change would work?



Find the Feeling

- *Want Your Organization to Change? Put Feelings First* / Dan Heath

— <http://www.youtube.com/watch?v=JhBzy7CneM>



Wisdom

- Get mad and get over it!
- Develop some positive self talk, and share it with anyone who will listen.
- Instead of stewing over a problem alone, brainstorm with others, and let their fresh perspectives help you find ways to make the best of the situation.
- Be flexible, adapt to difficulties as they arise, and always be prepared to alter your plans.

Any Questions?





On the web:
<http://cslinsession.cvlites.org>





Thank you for attending and participating!

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