

Navigating Change and Embracing Resilience



By Jenn Minor Johannson, Founder, JMJ Coaching

Change can be exhilarating and energizing, at times. We may embrace it with enthusiasm, ready to jump in and contribute. Other times, however, we resist change and feel negative or fearful. There is a very real relationship between how we 'ride' the rollercoaster of change and how strong our resilience is.

The good news: resilience can be strengthened.

How do you ride the 'rollercoaster' that is change? Are you up front ready for anything feeling comfortable and confident? Are you waiting to hear the "why" behind the "what" before you are onboard? Maybe you see obstacles and concerns that others don't seem to? Feeling like blind spots need to be better understood? We need all these responses, and knowing where you sit will help you contribute more fully.

PROBABILITY THINKER VS POSSIBLY THINKER

Probability and Possibly thinking are very different. You might be one or the other or a mix of both. A probability thinker factors in experience history data and obstacles. A possibility thinker on the other hand believes anything is possible and is often very visionary, as well as seeing opportunity. We need both which means we need each other. One individual may come up with the idea and the other knows how to make it happen.

RESILIENCE PRACTICES

Mindfulness: This is the ability to stay in the present moment without judgment if I can just be, listen to understand, and remain curious, I'm less likely to judge and tell stories. This will reduce my stress and anxiety and allow me to truly be present. Learning how to sit in silence and find your way back to the present moment.

Curiosity is truly a superpower. It reduces judgment shame assumptions and stuckness. It increases my ability to learn shift change and be open minded.

Positivity is underutilized and such a helpful resilience

practice. What we think drives how we feel determines how we act. If I'm thinking I'm overwhelmed, I can validate that and ask myself what else is true. This allows me to tell my whole story. Now I feel differently and more comfortable. Additionally, I will now act accordingly. A better me shows up for others as a result of finding positivity. This is where we get some traction in the change as a resilience practice.

Self-care is critical but often it takes a back burner to being of service to others. It is critical that we know what we need personally both reactively and proactively to be well. Consider your head, heart and spirit when deciding what you may need and prioritize self to be able to care for others.

OTHER RESILIENCE PRACTICES

- Keep good company. Surround yourself with other resilient people.
- Cultivate self-awareness. Get in touch with our psychological/physiological needs.
- Practice acceptance. Leaning in to experience the full range of emotions and trusting that we will bounce back.

- Become more flexible. Be fluid and go with the flow.
- Mindfulness: sit in silence. Find your way back to the present moment.
- You don't have to have all the answers. You can still get to a great place.
- Develop self-care habits.
- Enlist your team. You are surrounded by talent.
- Consider the possibilities. What is this really about?
- Get out of your head. Can you mindfully 'slow' the busy mind?
- Exercise positivity. Resilient people are optimists.
- Stay focused! Having a clear vision of what you want to achieve.
- Get organized. Carefully set priorities.
- Be proactive. What 'right' thing can you do now?
- Believe! Be hopeful
- Recognize that change is constant. Always there.
- Help others. Be a teacher and a student of change.
- Self-reflect. Step back, relax and think.

CONCLUSION

- Be both a teacher and a student of resilience to navigate change better. Helping others is a great resilience practice because sometimes we see where someone else is at with more clarity than our own awareness of self. Bounce back and forth between helping and learning makes you more resilient.

- Do not feel like you need to have all the answers, sometimes having the questions helps you become more resilient. The good news is collectively with our teams we find traction because we are more powerful than the individuals. A strong leader is more resilient when they bring both questions and answers depending on the circumstances.

EXPLORING YOUR RELATIONSHIP WITH CHANGE AND RESILIENCY

- Do I focus on things within my control or out of my control? Where is my energy spent?
- What am I telling myself when I hear of a change that is going to occur? (positivity, negativity, self-doubt, optimism, etc.)
- Do I tend to brainstorm possibilities or ponder obstacles?
- Where have I responded well to change? (Get curious about the circumstances so as to learn from this!)
- Do I actively listen to understand?
- When was the last time I felt uncomfortable? Did I take a risk here? If so, what did that look like? (noticing!)
- When was the last time I felt uncomfortable? Did I take a risk here? If so, what did that look like?



ABOUT THE AUTHOR

Jenn Minor Johannson founded JMJ 13 years ago. She stands out among executive coaches by seamlessly blending coaching and counseling techniques, crafting a unique approach that resonates with ambitious professionals and leaders. Her extensive background in HR, management, and certifications in coaching and counseling paved the way for innovative methodologies used with both individuals and work teams. Jenn excels in fostering meaningful discussions and delving into often-overlooked questions, igniting curiosity and providing authentic guidance to leaders and business owners. She is a trainer, coach and