



How to survive change

“In a Nutshell”

Surviving change is a multi-faceted task that requires faith, patience, and humility. However these are five proven methods to managing change that have seen employees utilize to go from being irrelevant to indispensable.

Be a sponge - change has always existed as a fear-inducing force in the marketplace, but technology has now accelerated the pace of change far beyond what we can handle. No matter who you are, chances are you will struggle to keep up with everything. Instead of fighting change because you do not understand it, humble yourself and become a sponge. Expand your horizons and learn new things simply by observing, listening, and take part in activities beyond your job responsibilities. The ability to learn is one of the best antidotes to change.

Do not be afraid to ask - change is humbling. You have to admit you do not know everything. People are going to see your vulnerability, and that is OK. Ask questions. Then ask some more. If there is something you do not know how to do, just admit it and ask. People are very forgiving and willing to “pay it forward.” If people see your humility and dedication to learning they will admire you for it. They will reward your investment in learning. Just do not let fear paralyze you into not asking in the first place. Should the reply to your questions be “I don’t know”, the likelihood is the person does not know and will probably ask if you request it of them. Speculation is useless and adds to overall stress.

Identify gaps in your environment - always be looking for opportunities to create value at work. When someone complains, life is telling you an opportunity exists. When someone says, “I hate it when...” then you’ve been given a gift – you have been shown a gap in your environment. The quickest way to becoming indispensable, even when your skills or experience seem insufficient, is to fill these gaps in your environment. By looking beyond the scope of your job responsibilities and filling gaps, you are creating real value that will be rewarded.

Make other people look good - This one is pretty simple, but it requires some a big heart, generosity and patience. Produce great work and then put somebody else’s name on it with yours, acknowledge their help graciously. Equip others for success and you’ll immediately become indispensable to them and regarded in a positive light. Focus on creating value for people instead of organizations and you will find a much more sustainable path to success. Serving others is the single most successful thing you can do in the workplace, it underlines your ability as a great team player.

Do not worry about your job - The second you start worrying about your job is the second you become irrelevant. It becomes a self-fulfilling prophecy that never ends well. Never make decisions that put you first – always put others ahead of your own interests. Self-serving or protective decision making is the opposite of innovation. Look for the gaps in service that you can address and become known as the “can do” person and individual more likely to thrive during upheaval and change.

