Change is Inevitable

My grandpa used to say, “There is nothing as certain as change.” Today, it is easy to see just exactly what he was alluding to when he would make this statement. At the time, he was more often than not referring to domestic situations—size of income, number of people in a family, where people moved from or to, and all of the complications that come with each and all of these things. It is certainly the same today. Realization of the fact that change is a certainty can be seen in government and business dealings on a daily basis as well as in one’s personal life. Dealing with change can be both positive and productive, and the following are some ideas on how this can be accomplished.

Why do we want to hold on to the old ways? They are so easy to follow—after all, they have been part of the background for a long time. The way it is spells “comfort” to many, and it is hard to move outside that comfort zone. To accomplish organized change, it is necessary to take some small steps to move forward and let go of what was. Avoid rushing in and changing all things at once, it won’t work, and it will only be a frustration to everyone involved. Now that you have decided to take steps to be a champion of change, how do you get others to join you?

Ways to encourage and pave a path are many. First of all, listen and act on feedback to create a happier and more productive atmosphere in the workplace. You will be happier, others will be less resistant, and you will have more and more opportunities to make changes as the world continues to spin on its axis.

Keep your heart and mind open to more changes. If one change has happened, and if is met with lower than expected resistance, more changes will follow—you can count on that. After working through the perceived "impossibilities" of the change, and it has been implemented, be open to more feedback. As people get comfortable with the initial change, they may well initiate other changes, and the cycle will start again. The new has become the comfort zone. Since everyone is now on board, and feedback has resonated adjustments, it is likely future changes will also be met with acceptance.

Demonstrate ways to adjust and embrace. With a smile on your face, address the new reality as something that has happened, and it will be a starting point for further changes. Begin to encourage others to make suggestions of necessary adjustments in various aspects of the company, and together you can plunge forward into unknown waters. Make reference to what has just passed the test of moving forward. Suggest and model that everyone will end up in a better situation as they continue to take the leap and turn the fear of change into the reality of progress. Make note of the journey it took to get where you are—letting go of the old by learning and testing the new. Finally, you can recognize your new comfort zone and be confident in the new challenges that will face you in days, months, and years to come. You have set the goal and success is on the horizon for everyone.

If you need help with acceptance and encouragement, please call your EAP office at 402-330-0960 or contact us on the web Arborfamilycounseling.com.
After the Storm

Natural disasters come in many forms—tornadoes, hurricanes, blizzards, wild fires, and floods, to name a few. Sometimes, we are on the outside looking in, and sometimes we are on the inside being looked at. The situations are different for everyone, but it is more common than not for people to experience latent affects as time passes. When the situation is at hand, the fight/flight syndrome takes over, and more often than not, fight wins. We dig in—supply necessary food items, work on clean up, and attend various group services of thanksgiving.

GRIEF—After a few months, or even a few years, the reality of what we experienced comes into the forefront, and we are thrust into deep grieving which often perpetuates both anxiety and depression. Please, do not think you are alone if you find yourself in this “after the storm” frustration. If your friends and family do not respond and relive the devastation, that is not unusual. It does not mean that they do not get what you are going through, it just means they are dealing with the events in a different way. Again, this is grief response, and everyone handles grief in a different way.

When the disaster first hits, people are confronted with massive disbelief. They are shocked that they have been traumatized in such a manner. This year, the horrendous floods that overwhelmed Nebraska and Iowa—without any real warning and preparation, sent shock waves through so many people. Many viewed this devastation with a lot of fear and anxiety about what the future would bring. Some became animated and dug right in, in order to turn the situation around. While others experienced a disconnect and found themselves unable to comprehend what to do to get through the devastation. They often became numb and just plodded through apathetically. Others got angry—and expressed feelings of it not being fair.

LONG-TERM EFFECT—It is not unusual for people impacted by such disasters to wade through all of the initial times with a get it done attitude or even an extremely negative one. As time goes on, it is likely that they will seem to have gotten things together and moved on. However, it is not necessarily so. When the immediate aftermath is over, and life seems to be back on track, it is not at all unusual for people to fall into a slump which can trigger an inability to sleep, some serious frustration, depression, and so forth.

OFFER SUPPORT—If you are one who is able to weather the aftermath, consider that others may have more difficulty. Do not judge family and friends. Understand that they handle situations differently, and the grief that is felt during and following a trauma can be extremely difficult. Be patient. Offer to be there if they want to vent. Respect their need for not talking as this is the coping method they are using.

Remember, however, if you or family find yourselves needing to work through some of the trauma you faced, and the after-affects you are feeling, your Employee Assistance is here to help. Please call Arbor Family Counseling at (402) 330-0960, or go to our website at: arborfamilycounseling.com.

The only way to discover the limits of the possible is to go beyond them into the impossible.

C. Clark

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