

# Navigating Life's Transitions

*Embracing Personal & Professional Change*

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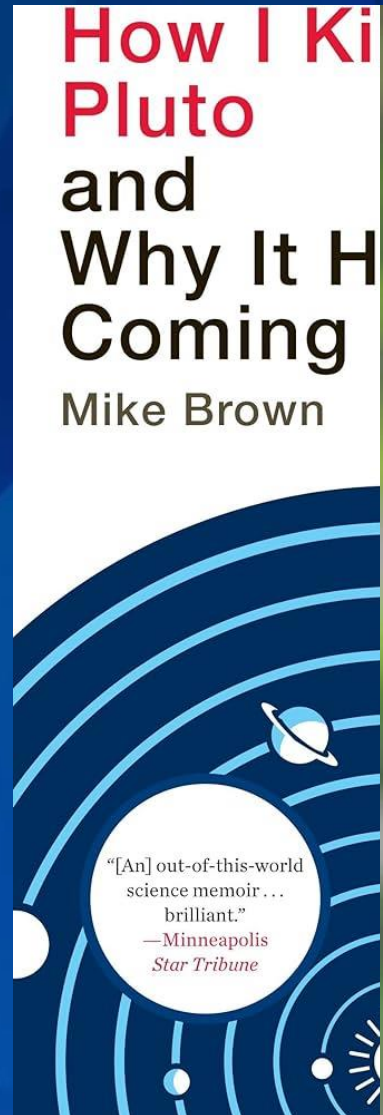
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# Learning

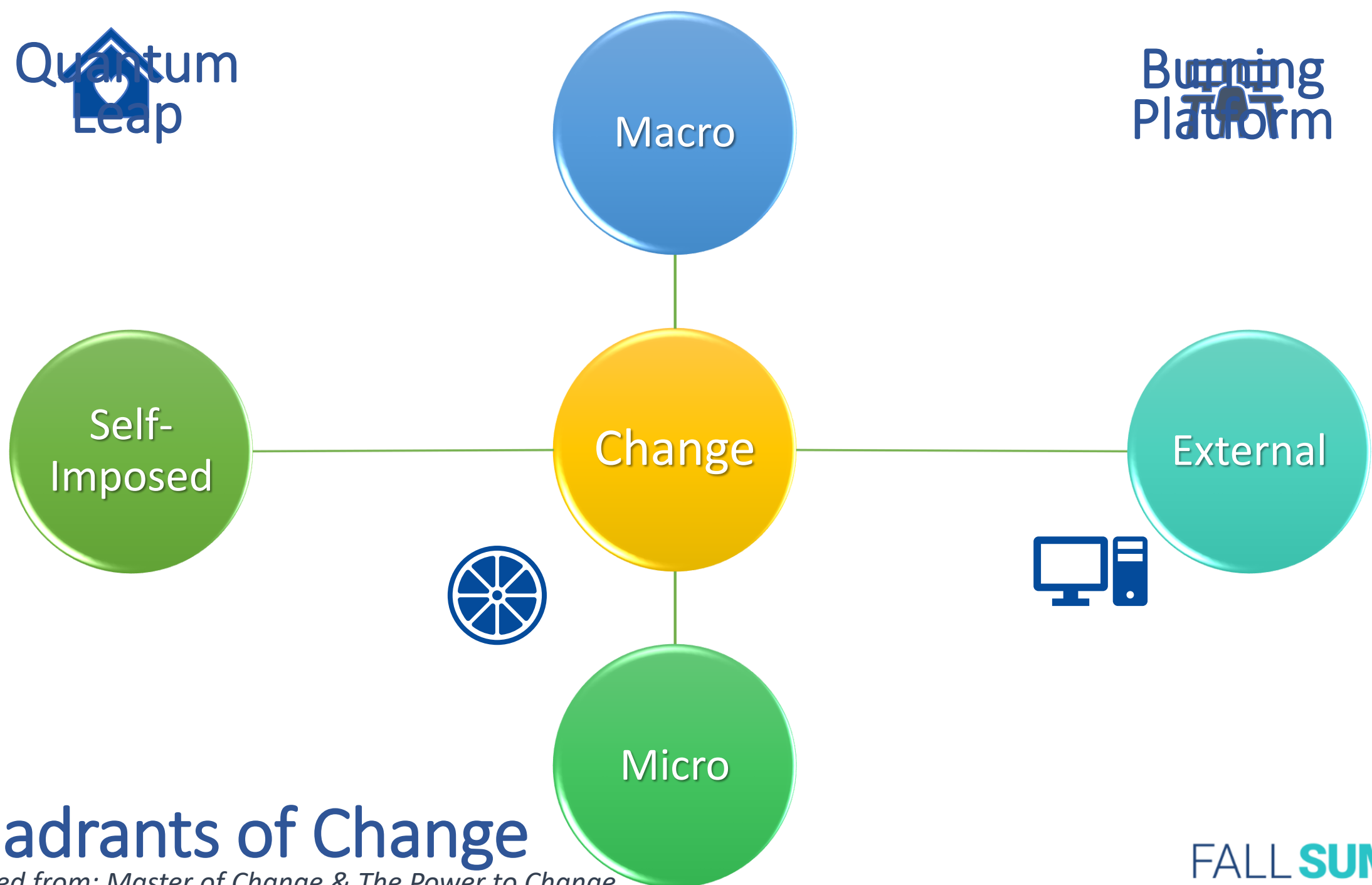
- Change is inevitable
- Types & stages of change
- Coping strategies
- Mindset
- Embracing change

# Professor Mike Brown, Cal Tech

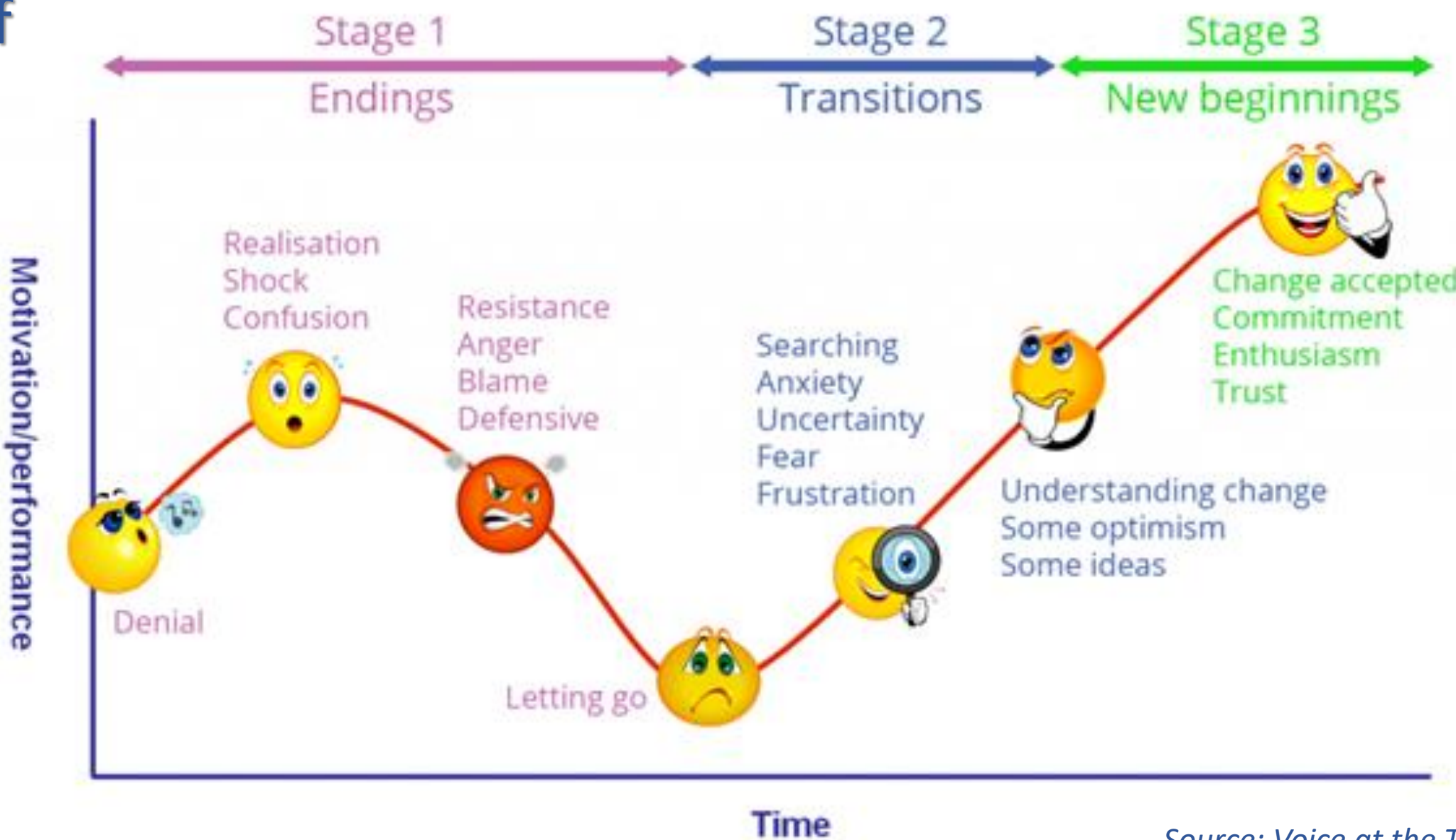


# Life is Change





# Stages of Change



Source: Voice at the Table

# Toxic Grief Reactions

## Victimhood

- no responsibility
- no power

## Self-Blame

- all responsibility
- self-distrust

## Acceptance

- not omnipotent
- agency & competence
- not perfect
- understand the change
- core you

Victim

Rescuer

Challenger

*Adapted from: Algorani, EB (2023)*

# Fear Factor: Cognitive Biases

Loss Aversion

Sunk Cost Fallacy

Status Quo Bias

Negativity Bias

Confirmation Bias

Overconfidence



# Biases & Change



# Coping Strategies

## Problem

- Active Coping
- Planning
- Restraint Coping
- Streamlining

## Emotion

- Lower Expectations
- Positive Reframing
- Acceptance
- Religion
- Humor

## Meaning

- Benefit Finding
- Goal Adapting
- Reordering Priorities
- Positive Meaning Infusion

## Social

- Emotional Support
- Instrumental Support

## Maladaptive

- Disengagement
- Avoidance
- Emotional Suppression



Adapted from: Smida M (2021)

# Mindset



# Fixed vs. Growth Mindset



# Embracing Personal Change



# Embracing Professional Change



## Assess

Scope  
Impact  
Timeline  
Feelings  
Concerns



## Stakeholders

Identify  
Input  
Coalition



## Strategy

Goals  
KPIs  
Timeline  
Roles



## Implement

Communicate  
Milestones  
Resources  
Support

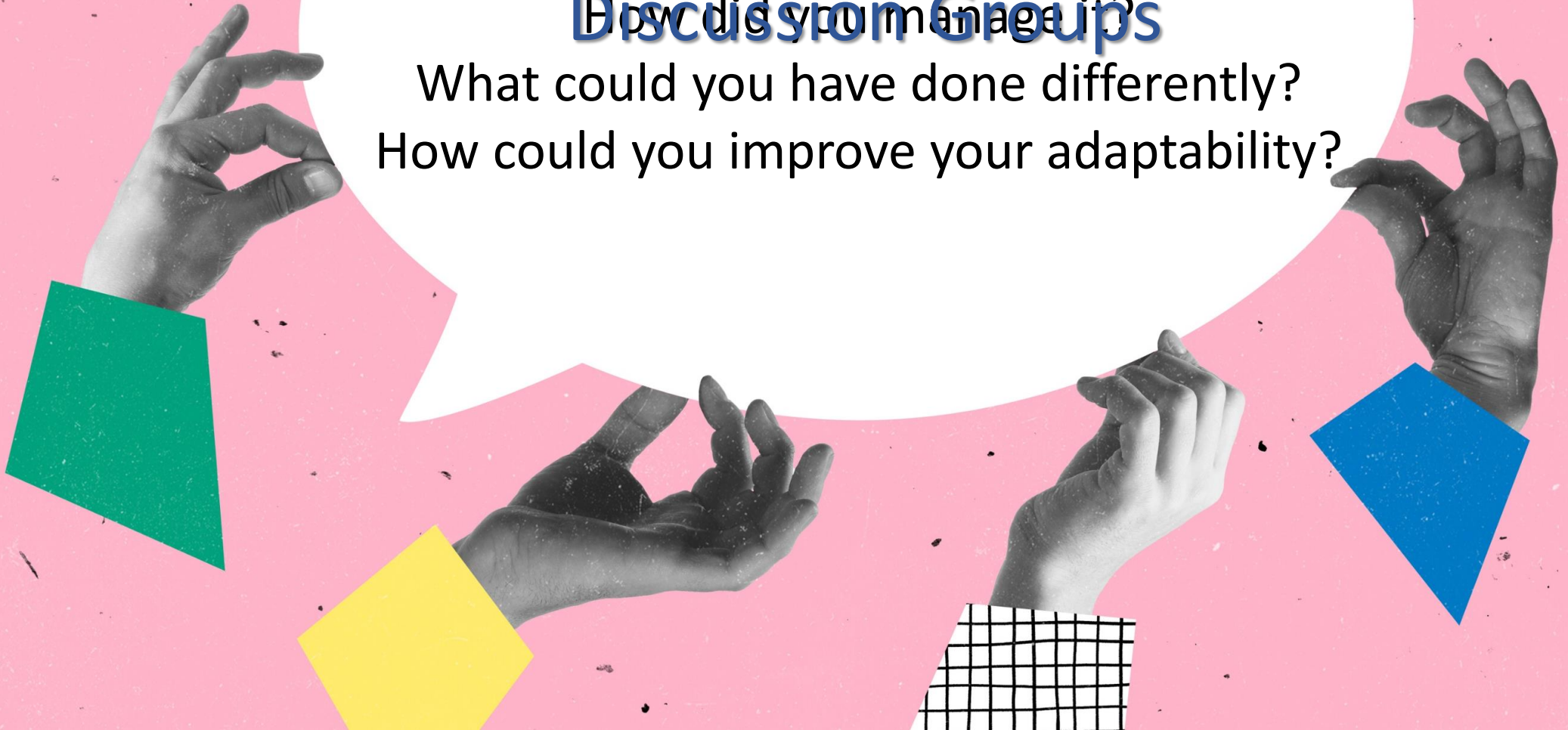


## Progress

Reflect  
Adjust

# Choose a recent change Discussion Groups

How did you manage it?  
What could you have done differently?  
How could you improve your adaptability?



# Share Our Learning



# Takeaways

- Change is inevitable
- Expect and accept change
- Use coping strategies
- Mindset makes all the difference



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Questions?  
Ideas?



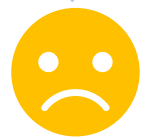
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# Burning Platform Response



**Shock**



**Denial**



**Fear**



**Anger**



**Depression**



**Understanding**

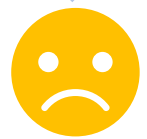


**Acceptance**



**Moving  
On**

# Quantum Leap Response



  
Excitement

  
Apprehension

  
Fear

  
Remorse

  
Rational  
Optimism

  
Genuine  
Belief

  
Embrace