



Adjusting to Our New Normal

A HOW-TO ON STAYING SANE, HEALTHY, AND PRODUCTIVE WHEN
WORKING FROM HOME

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Agenda For Today



Change during a crisis



The toll of anxiety and stress



Adapting to change and being flexible



How to transition through change



**What changes during a
crisis?**

Relationships & Staying Present



Face Your Emotions



Show Respect



Make connections



Be Positive

Your Perspective



Think “today”



Focus on the positive



Get grounded



Prioritize and focus



**Why do I feel like I've
hit a wall?**

Navigating Anxiety During the Coronavirus



UNDERSTAND THE
TOLL ANXIETY TAKES



MOVE YOUR BODY



DON'T RANK YOUR
SUFFERING



IT'S OK TO BE
VULNERABLE RIGHT
NOW



**How can we adapt to
change and be flexible?**

3 Types of Flexibility

Cognitive

- Use different thinking strategies and mental frameworks

Emotional

- Vary one's approach to dealing with emotions and those of others

Dispositional

- Remain optimistic and at the same time, realistic



Cognitive Flexibility



The ability to use different thinking strategies and frameworks



Simultaneously hold multiple scenarios in mind and can see when to shift and inject a change



Indicates: nimble, divergent thinking, an interest in developing new approaches, the ability to see and leverage new connections, and the propensity to work well across the organization



Readily learn from experience and recognize when old approaches don't work



Emotional Flexibility



The ability to vary one's approach to dealing with emotions and those of others



Comfortable with the process of transition, including grieving, complaining and resistance



Adapting to change requires give and take between the leader and those experiencing the change



With: moves the change or agenda forward



Dispositional Flexibility



The ability to remain optimistic and, at the same time, realistic



Operate from a place of optimism grounded in realism and openness

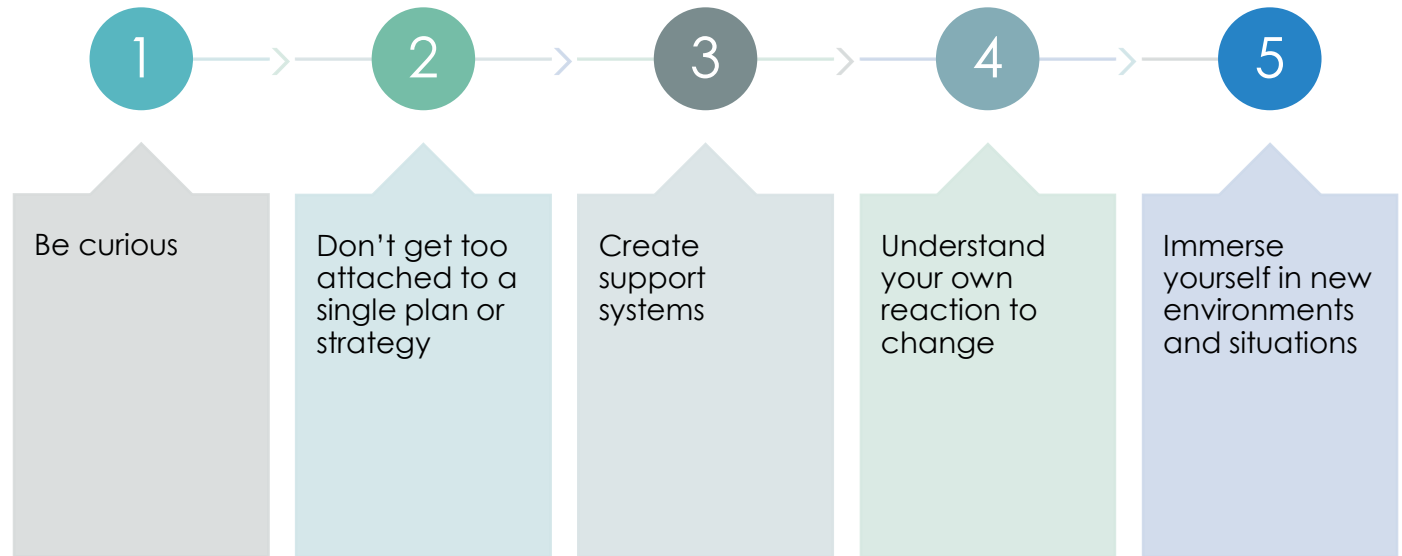


Acknowledge a bad situation but simultaneously visualize a better future



See change as an opportunity rather than as a threat or danger

But how do I adapt?





**When Faced with Change,
Focus on the Transition**

What's the difference?

Change

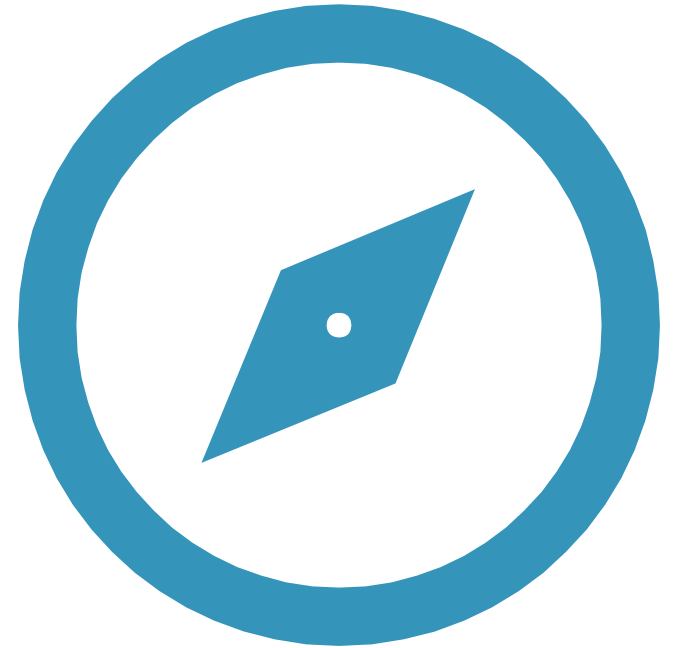
- The situations and occurrences that impact organizations and individuals
- Creates the need to move from the way things used to be to the way they are now

Transition

- The internal psychological process of adapting to a new situation
- Can happen quickly or slowly
- The process of moving successfully from the old to the new

Navigating the Stages of Transition

- An ending
- A neutral zone
- A new beginning



Stage 1: Accept the Ending

Admit

Admit to yourself and others that the change has occurred



Seek

Actively seek information from all relevant sources



Take

Take note of what has been lost and what has been gained

Stage 2: Live in the Neutral Zone

Realize

Realize that uncertainty is an integral stage between an ending and a new beginning

Set

Set short-term goals to move through uncertainty

Look

Look backward to the ending and acknowledge what you had

Connect

Connect to your values

Stage 3: Reach Your New Beginning

Jump

Jump right into meeting new people

Create

Create strategies for tackling new problems

Find

Find ways to mark your success



**In the midst of chaos, there is also
opportunity.
- Sun Tsu**



Questions?

Happy to chat more about this!
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