

Managing the Stress of Workplace Change

Working today is like hitting a moving target; everything keeps changing. New technologies, shifts in the global economy, organizations growing or shrinking, changes in the makeup of the family, evolution of entire industries – all of these factors contribute to a changing workplace where it's clear that nothing is permanent. Workers may become uncertain about what to expect next.

Here are some useful thoughts for dealing with change.

- Take care of yourself physically.
- Build safety zones at home or with friends where you feel secure.
- Let yourself grieve for things you lose during workplace changes.
- Pace yourself. Adjusting to change takes time.
- Maintain perspective. View the change in context of the past and the future.
- Pay attention to your stress symptoms.
- Develop new strategies for dealing with stress.
- Learn to let go of realities that you can't control.
- Be open to unexpected outcomes.
- Be flexible in your understanding of other people.
- Practice being flexible by changing your routines.
- Try something new every day of the week.
- Avoid impulsive “change for the sake of change.”
- Ask advice from veterans.
- Learn from changes. What skills did you use? What new skills could you develop?
- As you change, update your internal resume.

If the stressors of workplace change seem to be getting the best of you, consider calling Continuum EAP at (402) 476-0186 or (800) 755-7636. Sometimes talking through your concerns with an EAP counselor can be effective strategy to help you get a handle on the stress of change.

