

# Resiliency Through Workplace Change

For Associates

**Resilience is the ability to adapt well in the face of adversity. This is a brief overview of things you can do to build your resilience through difficult change in the workplace.**

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## The Stress of Change

Few people like change—particularly big change. Change can be hard to accept, especially if you didn't initiate it, don't understand it, didn't plan for it, or didn't approve of it. Change is difficult if you are directly impacted or if you see changes impacting the associates in your department.

## Slowing Down

When we hear that change is happening to our job, or the jobs of those around us, we are often flooded by thoughts and emotions. It is human nature to want to immediately plan for the next step. Take at least 48 hours to slow down, process what you know, ask questions, get clarification, and talk through emotions and thoughts with supportive people in your life. If possible, avoid making big decisions during this time.

## Questions Will Come Up

Sometimes when big news is announced, we aren't prepared to understand all of it at one time. It can be helpful to jot down questions that come up so you can get clarification from your leader. Focus on facts rather than getting overwhelmed by speculation, hearsay, or gossip.

## Personalizing Change

When change happens directly to you it can feel personal. It can be helpful to recognize that though you are directly impacted by change, that change is not a direct reflection of you as a person. It is very common in our culture to wrap our value as a person with the work that we do, so when our job is impacted, it feels as though our personal value is impacted as well. Try to focus on the strengths you have that will help you overcome the challenges before you, rather than get stuck in a negative loop of thinking. If you want to talk through this, an EAP counselor would be happy to help!

## Let Yourself Feel

You have the right to your feelings. Allow yourself time to experience difficult emotions, and keep in mind that everyone's reactions to change will be different. Allow yourself to process these feelings in a way that is helpful to you, whether through discussion with family or friends, talking with a spiritual leader, prayer, writing it out, or taking some time for yourself. Avoid excessive alcohol use or other methods of numbing these feelings.



### **Common Reactions**

With difficult change comes difficult emotions, stress, and sometimes grief. Here are some common reactions you may have in the first few days and even weeks after receiving difficult news:

- Sleeping more or less
- Eating more or less
- Difficulty concentrating
- Poor memory
- Sensory sensitivity (noise, light, crowds etc.)
- Fatigue
- Irritability

### **Building Resilience**

One of the key factors to building resiliency is to focus on self-care. Here are some examples of what self-care could look like for you.

- If you are struggling with sleep, take time to rest
- Eat healthy, avoid overindulging in sugary foods or alcohol
- Cut yourself some slack if you feel you aren't up to your normal self; avoid negative self-talk
- Try to keep to your routine
- Maintain and utilize your connections with others
- Attend to your physical, emotional, and spiritual self
- Utilize EAP if you want some extra support, need help organizing your thoughts, want to set goals to move forward, or if you are having difficulty accepting change.

### **Accessing Your Employee Assistance Program (EAP)**

EAP is available to you and your household members now, and up to 90 days after a termination, downsizing or layoff. EAP counselors can be reached by phone or e-mail during regular business hours. When you call on nights, weekends or holidays, our experienced answering service will triage your call and get you connected to a counselor when you need it, any time of the day or night. You never have to struggle alone.

EAP is a free benefit to you and your household family members. It is a confidential service. You can talk with a counselor by phone, or set up an appointment to speak with someone in person. Your EAP can be reached by calling 1-800-540-3758, or by e-mailing [eap@ascension.org](mailto:eap@ascension.org). You can also find information on our website at [www.ascensionwieap.org](http://www.ascensionwieap.org).

### **Contact US**

The bottom line is that Ascension WI EAP is here for you. Contact us anytime. We're ready to help.