

THE MANSFIELD AREA  
CHAMBER OF COMMERCE

# CHANGE



**WILL HAPPEN**

## CHANGE

Believe it or not, change is an important part of our lives. Whether you like it or not, change is going to happen. If you hear the word “change” and start to panic just remember not all change is bad. In fact, change contributes to our personal development in so many ways. Our personal development is key to living a happy and fulfilling life. It’s how we learn to be more self-aware, embrace adversity, and grow the relationships we value in our lives. Remember, if you aren’t developing yourself, how can you develop your business and career?



Change can happen in an instant. Have you ever been in a conversation, meeting, event or even reading something and suddenly, the whole world looks completely different? You have that “aha” moment of insight that completely turns you in a different direction. Then over time as you implement this newfound perception, doors open up and yep, there you have it, more change. If you apply what you have learned from these epiphanies. Sometime deep, lasting change can happen in a moment.

Then there is intentional more ongoing change. Healthy eating habits take some well thought out plans like replacing the chips and cookies in your house with vegetables and more protein products. When you learn that the satiation of an apple will fill the need for the crunchy chips over time. The effect is physical change, but the unexpected results are the mental and emotional change because of healthy eating.

Regardless of what the changes are, our perception of change makes all the difference. It doesn't always have to be stressful and difficult. If we have a growth mindset instead of a fixed mindset, we will see opportunities even out of the worst situations. For example, if you lose your job, you now have the opportunity to do something new and maybe even expand on your skill set or use your talents in an arena you had only considered in the past but now see it can be a reality.

## WHAT AND HOW YOU THINK MAKES ALL THE DIFFERENCE

### FIXED MINDSET

Can the way we think about ourselves, and our abilities shape our lives? Absolutely! Our habits exist in our minds and create the reality we believe in and live in. A fixed mindset means you believe "life can be no other way." You are who you are and nothing could possibly be any different. Well of course, our nature/DNA determines a lot about us but that isn't what we are talking about here. This is about your habit of thinking. If you don't succeed at something or aren't good at something, you might believe you will never be good at it so why try. It's referred to as learned helplessness. A concept developed by Psychologist Martin Seligman to explain why people feel powerless to get out of negative or bad situations.

A fixed mindset leads to:

- Hiding flaws and mistakes
- Feeling ashamed about failures
- Giving up easily
- Unmotivated to achieve goals
- See intelligence and talent as fixed/never changing
- Avoid challenges to prevent being perceived as a failure
- Believe that talent is innate, so effort and practice aren't important
- View temporary setbacks as permanent failures
- See other's success as a threat or a source of jealousy
- View feedback as a personal attack
- Ignores or avoids constructive criticism



## GROWTH MINDSET

So, if the way we see ourselves can change our lives, why wouldn't we want to have a growth mindset? A growth mindset means that you believe your intelligence and talents can be developed. Someone with a growth mindset believe that adversity IS temporary and with practice they can improve.

Let's take for example riding a bike. Most children start riding a bike between the ages of 3-5 years of age and most have training wheels. However, over time they graduate to lose the training wheels and ride independently while experiencing a few crashes here and there. The growth mindset of a child is so powerful because they haven't experienced enough setbacks to think "I'll never be good at this so I'm never going to ride a bike." After a few tears and maybe a dozen Band-Aids, the toddler, with encouragement, gets back on the bike and heads out for another attempt.



Children see clear evidence that no one starts out as an expert, and they ARE capable of improvement. They don't powerless, they feel powerful because soon they will experience the freedom of getting out there and riding with their friends. You never know, maybe that kid will be the next professional cyclist.

A growth mindset leads to:

- Believing intelligence and talent can be improved
- Embrace flaws and mistakes as opportunities to grow
- Feel empowered to reach goals
- Intelligence can be developed over time
- Embrace challenges and risks and possible failure
- Believe that effort and practice can lead to mastery
- Failures are temporary setbacks
- Persist in achieving goals
- See other's success as a source of inspiration
- View feedback as an opportunity to grow
- Apply constructive criticism

Embracing change in your career can contribute to enormous positive personal growth.

## INTERNAL CHANGE AND FOCUS

You have complete control over internal changes. What does that mean? You can control how you respond to a situation, what changes are important to you, what you want to focus on to improve, and how to manage the change. It may take practice, but enacting change within yourself is one of the most rewarding processes you will experience. You feel empowered. If you are able to pinpoint areas in your career you are unhappy with or need developing your ability to change your approach shows confidence and a commitment to your development.

In order to avoid stagnation, it's important that you continuously adapt and adjust where needed. You can do this by developing your skills, taking a course, tweak those presentation skills, amp up your routine or even getting involved in a new program. No matter what you decide to do, you are in control of you and a huge amount of change comes from within. By embracing and challenging yourself you set your focus on specific areas of improvement.

Some examples of internal organization change that relate to the functioning of an organization and might need addressing for growth are:

- Low performance
- Conflict
- Introduction to new leadership
- Low satisfaction
- Change in customer demands
- New products line
- Mergers
- Restructuring
- Product enhancements



## EXTERNAL CHANGE

There is some change that we just cannot control. Like the internal organizational changes listed above, you may not have control over those, whether good or bad, you can still develop and learn something new. If you remain open to it, external change can help you with adaptability and flexibility. It can provide you with a new experience that will drive you forward. Something positive can be taken away from most external changes, especially in project management roles where it's important that managers stay receptive and open to the changes around them. Your ability to be open and grow to the challenges life is going to throw at you is a fundamental part of healthy personal development.



## CHANGE CAN BE EXCITING

It's easy to get caught up in the day-to-day monotony of a routine. Sure, routines are good but staying flexible to challenges can help you establish new routines that increase productivity and overall satisfaction.

As stated in the opening, change can be quick, like an “aha” moment or it can be gradual, more like a weight loss program. Regardless of the rate of speed, the world is a continuous motion of change. Technology, trends, and politics are just a few examples of how things can transform around us so quickly.

I remember my digital camera, that had only been out a few years, how amazing and technologically advanced it was. WAS! When they introduced the camera in the phone, I thought it was crazy and who would ever want a camera in their phone? Today, a digital camera is about as popular as MySpace, unless you are a photographer. Don't remember MySpace, then you get my point. Cameras in the phone have opened up a whole new way of storing memories, sending documents, zoom meetings, and communication changes.

The innovation of today's world is exciting but can be stressful. For example, if you have to learn a new program at work when you feel like you just mastered the old one. The program though will lead to increased productivity and better time-management. A life and career without change will be one that lacks personal development, adventure, excitement, and growth.

## OPPORTUNITY AND NEW EXPERIENCES ON YOUR JOURNEY

There are some major benefits to consider when facing change. New opportunities and experiences may be just what you need to launch into a role you only dreamt of or never even thought about for yourself. By taking on the risk and managing the failure, because there is no guarantee it will turn out exactly how you planned, you learn from the process and challenge yourself to try a different strategy. These experiences can boost your confidence and innovation to find solutions.

Seasons will change, new technology will emerge, people will come and go, days, months, and years will seem to fly by. This is all part of your journey. Each significant milestone or event is all part of your journey and will contribute to the person you strive to become. Your personal development relies on the changes that have happened in your past which have led you to where you are now and where you are going.

## CONCLUSION

It is going to happen with or without you. Change is a part of life and an integral part of your personal development. The external change isn't going to call you up and ask for your permission before moving forward. It's up to you to examine the benefits of change and personal growth that can arise from empowering yourself, developing a growth mindset, and truly understanding what success and failure look like to you.

You may identify yourself as someone who does not like change, but remember it is going to happen with or without you. It's up to you to decide if you are going to be stagnant or grow.

