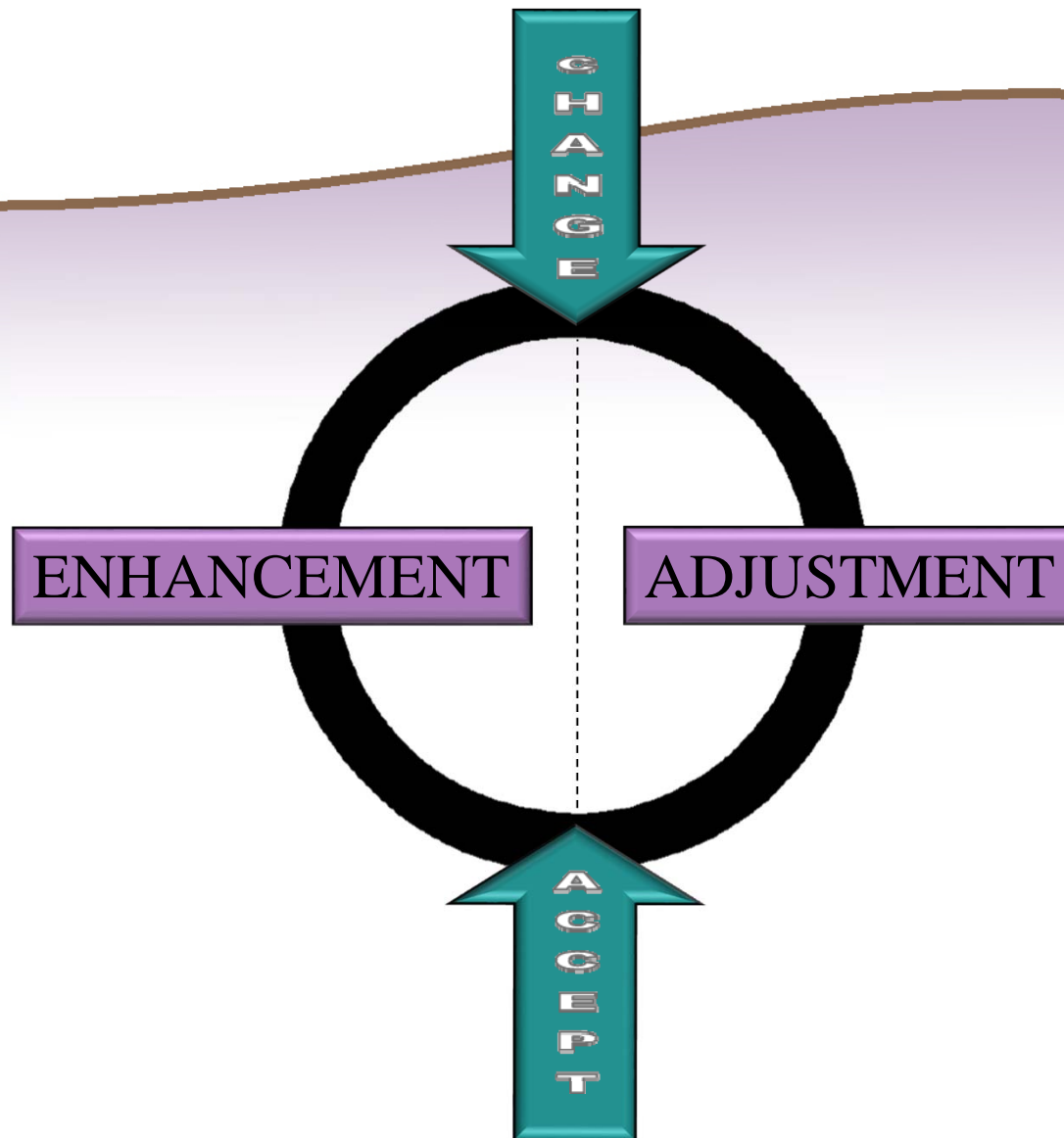




DANA LIGHTMAN, PhD.

Take Charge of Change by Choice

The Change Cycle





APIDRAPLEXITOMPLE



Research shows that **OPTIMISTS** are *change ready*. They exhibit:



Resourcefulness

Flexibility

Resiliency

Confidence

Adventurousness

Tolerance for ambiguity





POWER Optimism is NOT:



Pollyanna Optimism

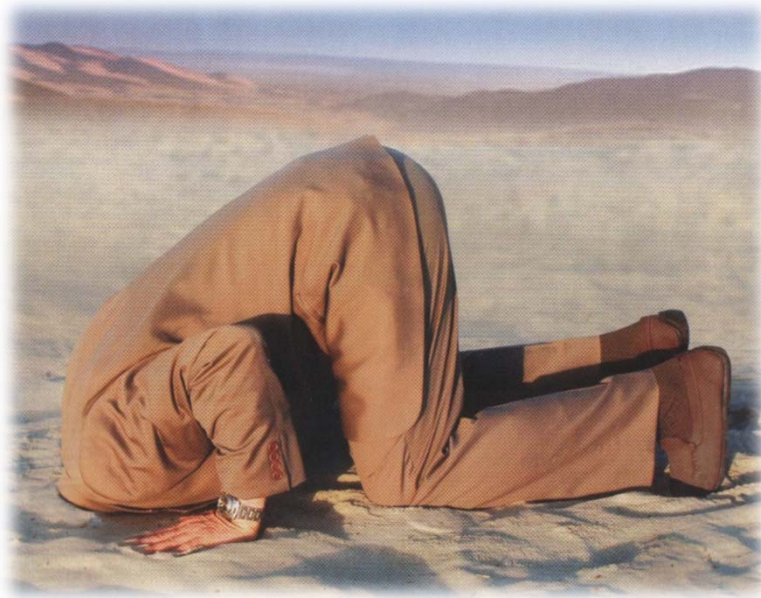




POWER Optimism is NOT:



Dogmatic Optimism



POWER Optimism is NOT:

Irrational Optimism



POWER Optimism is a system of thinking, feeling, and behaving that creates conditions for success and promotes a sense of well-being.





ACTION STEP:
Find a Positive Perspective of Change

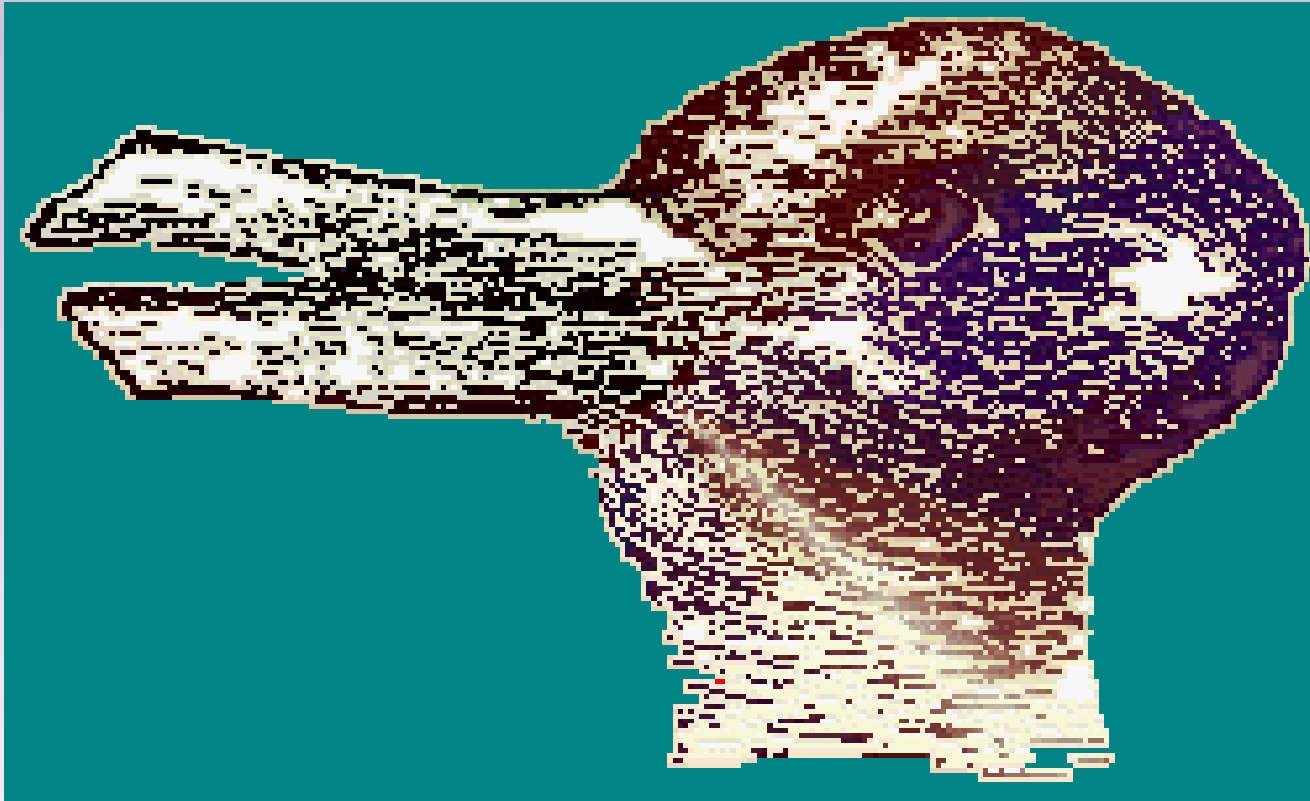


**Find Your
Upward Spiral**

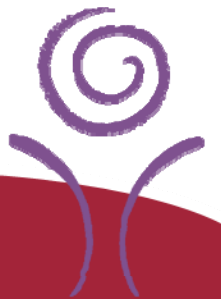


WHAT DO YOU SEE?

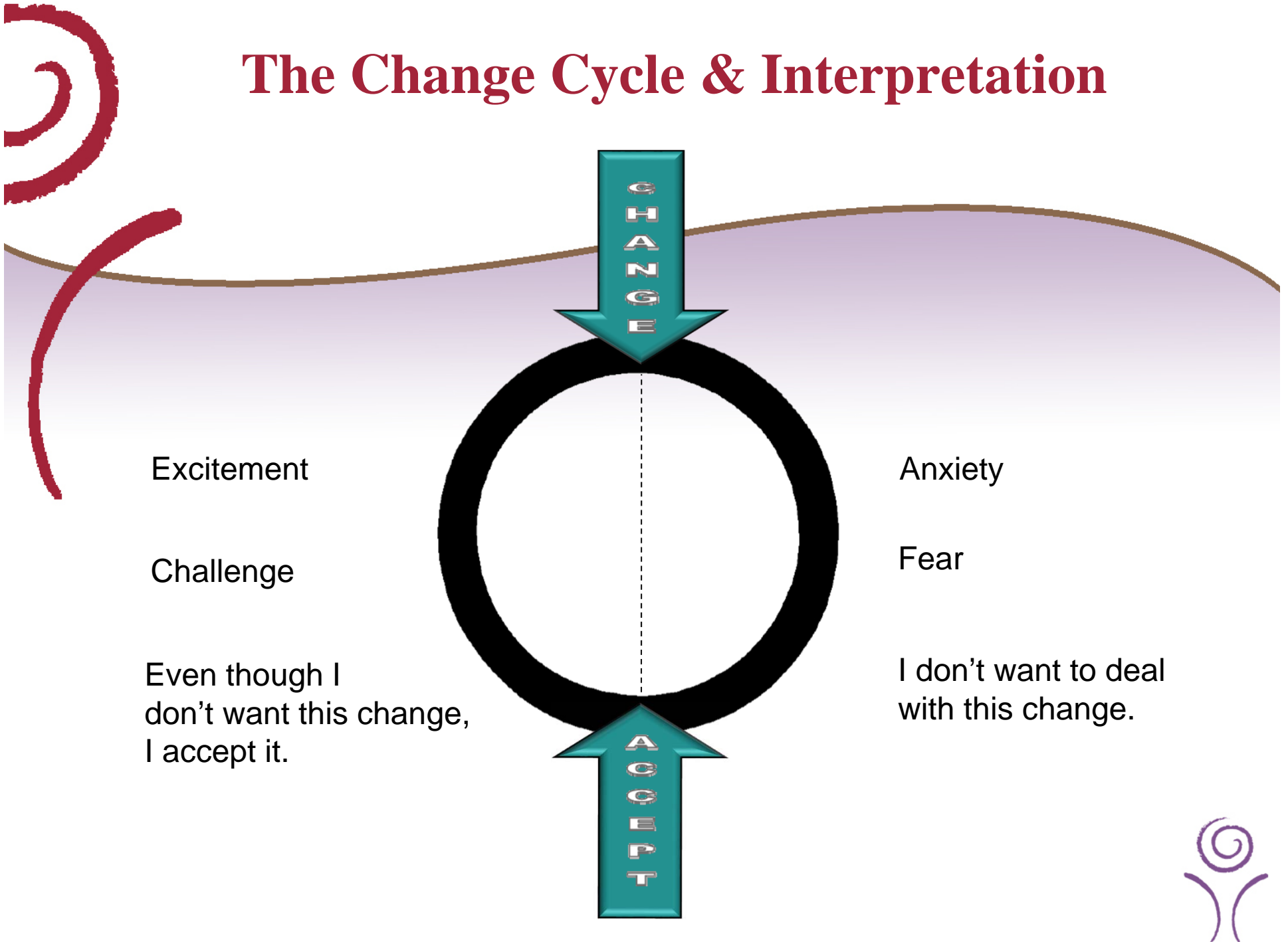
It's your choice!



Your interpretation of an event
is more important
than the event itself.



The Change Cycle & Interpretation



ACTION STEP: Manage Reactions and Choose Responses

what are other
words for
knee-jerk reaction?



Pavlovian response,
absence of thought,
automatic reaction





Emotional Flooding due to Amygdala Hijacks



DANGER

Perceived Threats Leading to Change Resistance

Changes to Routines

Loss of Control



Connected to the Old Way

Concerns about Competence



**When you are hijacked,
do you....**

**FIGHT
FLEE
FAINT
FREEZE
FRET**






When You are hijacked, Manage Your Reactions:

- Remember, hijacks are normal.
- Name your hijack.
- Tame your reaction.





Choose Your Responses by Retraining Your Amygdala



Loss of Control	I choose to use this change to grow and learn.
Concerns about Competence	I can learn how to accomplish what I need to.
Change to Routines	It can be energizing and rewarding to try something new.
Connected to the Old Way	I admit I liked the old way better, but I'm willing to be open to something new.





POWER Optimism

Proactive

Open-minded

Well-informed

Evolving

Resilient



P

PROACTIVE

Actively Choose Responses

O

W

E

R



P **OPEN-MINDED**

Think Expansively

O

W

**WAKE UP
YOUR BRAIN**

E

R



P

WELL-INFORMED

Take Intentional Risks

O

Step out of your
comfort zone
into your
growing zone!

W

E

R



P

EVOLVING

Find Growth Promotion Insights

O

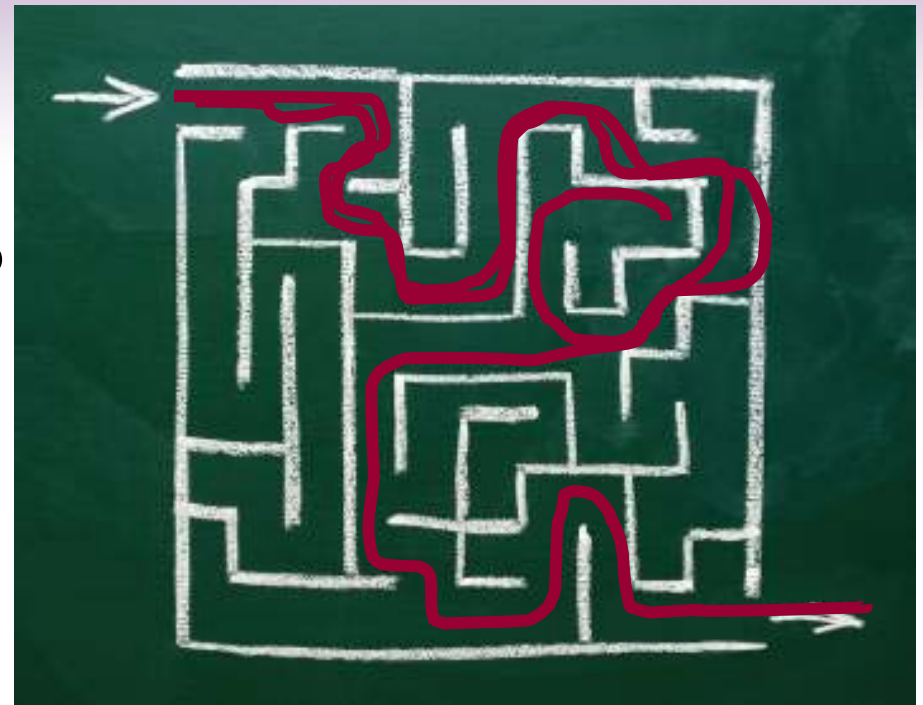
Turn mistakes

W

into learnings

E

R



P

RESILIENT

Adopt a Positive Attitude

O

W

E

R



Appreciate

Appreciate

Appreciate

