



How to Thrive in the Midst of Change Audio Series

Audio #4: Bouncing Back from Change

Hi this is Ros Cardinal, the founder of Shaping Change

Welcome to audio 4 of the Thriving in the Midst of Change Audio series.

Last time I shared with you 5 ideas on how to navigate through the transition phase of change.

This time we're going to talk about resiliency – our ability to bounce back after a major life change.

A recent book written by Keith McFarland is appropriately entitled *Bounce: The Art of Turning Tough Times into Triumphs*. Keith shares with his readers something that I think we could all benefit from learning.

I want you to imagine there are three objects in front of you.

- A glass Christmas ornament
- An orange
- And a bouncy ball

In your mind, I want you to visualize what happens when the glass ornament is dropped on a hard surface.

It shatters. It shatters in such a way that it is almost impossible to put it back together again.

Now focus on the orange. If you drop the orange, what happens? It will land on the floor with a thud. Chances are it won't split open, but it will be bruised.

Now, in your mind, take the bouncy ball and drop it to the floor. What does it do? It bounces back. In fact, the harder you throw the ball the more it bounces back.

If you drew a picture of path of the ball, you would see that it spends significant time on the upward trajectory.

From this exercise as you can see, the glass ornament has no adaptability. The orange doesn't totally disintegrate, but it suffers. The bouncing ball on the other hand not only recovers from the fall, it actually bounces back stronger.

As hard as it is to believe, if handled in the best way possible, like the super ball, we can bounce back stronger than ever after a change.

Change is a chance to rethink and revise our behaviors, routines, beliefs, and our goals.

Each change that we "bounce back" from increases our resiliency. We learn to become more resourceful, we have the opportunity to develop new skills, and broaden our thinking.

In fact, your ability to bounce back can be a model for others around you who are facing change. Often we don't go through a change alone. Co-workers, neighbors, friends, and family are dealing with the some type of changes, too.

How many of you know someone who is struggling with the changing economy?

With a family transition?

With a personal crisis?

When your co-workers, family, or friends witness your resiliency, it is possible for them to plug into your energy – your bounce.

Life gives us opportunities every day to embrace change – to bounce back. Resilient people know that unexpected things happen.

Here are a few tips to strengthen your resiliency:

- Understand that setbacks can make you stronger
- Tap into your confidence
- Avoid beating yourself up over mistakes – they happen to everybody
- Don't let fear paralyze you

And here's a final tip. Assess the situation by paying attention to what is going on around you and take action quickly.

In researching why some people survive a disaster and others don't, experts discovered (not surprisingly) that people who were able to quickly assess the situation and take action had a greater chance of survival. That probably doesn't come as a surprise to anyone.

Other important tips to help you be more resilient are:

- Pay attention to what is going on around you.
- Notice when things are changing
- Prepare for set-backs
- And shift gears as early as possible

In conclusion, the next time you are faced with a change – whether it be sudden or gradual – stop and think about this:

“What action can I take – or not take – that will help me bounce back quicker and stronger?”

Next time we're going to talk about how you can focus on your best self during a change. This is an important topic because it will help you deal with current changes and challenges, prepare for future changes and challenges, and develop more bounce after a fall.

Our quote for today comes from James Yorke. He says:

“The most successful people are those who are good at Plan B.”

Be sure to listen to my next two audios on:

Audio 5 – Becoming the Best You

Audio 6 – Helping Others Navigate the Course of Change

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