



How to Thrive in the Midst of Change Audio Series

Audio #6: Helping Others Navigate the Course of Change

I am Ros Cardinal, Welcome to the final session of the Thriving in the Midst of Change audio series.

In this segment, we will discuss strategies on how to help others cope with change.

We all know someone who has been dealt a challenge of unanticipated change. It can be something like a sudden illness – or negative report from a physician. Or someone whose relationship has fallen apart. Maybe it's someone who has lost their job or suffered from an economic downturn.

Whatever the cause, the experience has left someone close to us dealing with the adversity associated with change.

That often causes us to ask ourselves the question, "How can I best support my friend or family member?"

During this audio series, you have come to understand the importance of "letting go of the past", navigating the transitional process, and beginning anew."

How then do you use this knowledge to help someone else?

Here are 5 tips that can help you help someone else move forward.

1. Recognize where the person is in the process. If they are in the early stages, they may feel embarrassed, frightened, or alone. In the early stages, the person needs to talk. You can expect to hear excuses, a lot of whining, anger, or hopelessness. Try not to give too much advice early on. Simply listen and reassure the person that you are there to support them.
2. As they move through the stages of change, help the person identify what this means to their future. Ask questions such as, "How is this going to affect you?" "What do you think you should do?" or "What advice would you give someone else in this situation?" And then sit back and listen.
3. Avoid these temptations:
 - Don't one-up them. In other words, don't share your personal change stories in an effort to say, "If you think you have it bad, let me tell what happened to me. It's much worse."
 - Don't discount their pain. Avoid statements such as, "It's not so bad." To them it is "so bad"

- Don't offer immediate solutions. From the outside, it's much easier to see the solution. If you do have some ideas that might help, ask for permission to share.
4. Share your concern by using phrases such as these:
- "It seems that you've been dealt a blow. How can I help?"
 - "I need to know how to help you. Do you want me to listen? Or do you want me to share some ideas?"
 - "You seem a little stuck right now. I can understand why. You've been dealt a blow. What do you think your next steps should be?"

By asking questions like these, you help the person feel validated and at the same time begin shifting their focus to the future.

5. Help the person focus on what they can control. They cannot control what has happened. It is in the past. What they can control is their future. Share with the person what you think their capabilities are. Make sure that these are real. Remind them of situations when they have been able to successfully deal with challenges in the past. Give honest compliments.

Most of all, you do not want to support people in becoming a victim of their circumstances. Life is not always fair, but it is always changing. At one time or another, we all get caught on the wrong side of the change. If the person seems incapable of moving forward, suggest the help of a professional therapist or coach.

By continuing to learn to thrive in the midst of change, you will be better able to support others with their challenges too.

I hope you found this information to be valuable in learning how to manage the change in your life. By accepting the inevitability of change, adopting a new perspective, and implementing some of the strategies you learned in this audio program, you will be able to manage anything that comes your way with grace and ease.

I work with organisations, leaders and teams to help them to be successful through the talents and skills of their people. When I work with people in change, I help them identify what really matters, accept the changes that confront them, and develop specific strategies build resilience.

To find out more about my products and services, visit my website at www.shapingchange.com.au. There you can download my free report or sign up for my full program on Thriving in Change. Thriving in Change is my online learning program that builds on the themes that we have touched on in this free audio series and gives you even more tools to build resilience to change and thrive!

And if you have any questions, or would like to know more about our services, feel free to email me anytime at ros@shapingchange.com.au.

Thank you, and keep thriving!

If you enjoyed the information in this 6 part series, let your friends know--and let me know too!

If you haven't downloaded my free report, **Thriving in Change**, go ahead and do it now!
www.shapingchange.com.au/resources.

This report has even more tips and advice on how to incorporate steady balance into your life.

And for more information on the training program Thriving in Change,
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