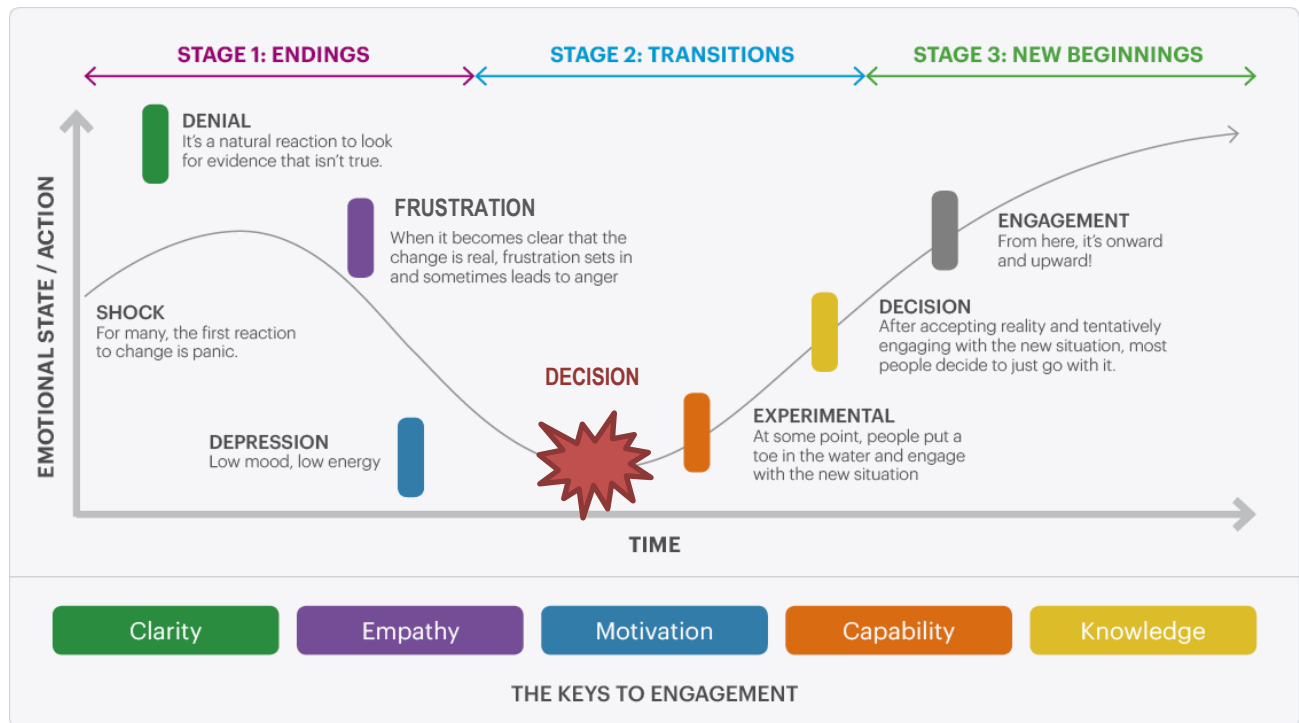




Working Through Change Self-Reflection

Consider the change cycle below, as you reflect on a change you are going through.



1. Where are you at in the change cycle? Which stage describes where you are today?
2. How are you feeling about the change? Recognize and name your emotions.

3. Write some “why” statements to explore *why* you are feeling like this. For example, “*I feel fear because the change is rapid and I don’t have time to adapt.*”
4. What are some of your key stressors or concerns? List them in the left column. Then consider: What can you do about them? Focus on what you can control and note some ideas in the right column.

Stressor/Concern	Possible Action
<i>e.g., “Members of my old team are leaving”</i>	<i>e.g., “I can meet them outside work or schedule time to keep in touch”</i>

5. What narratives are dominating your thoughts? Note a few in the left column. Put a star next to thoughts that are the most persistent, or where you feel stuck.

Now imagine a good friend or close peer heard you voice this thought. As they listened with curiosity and care, what questions might they ask that would help you feel more in control? Brainstorm a few responses in the right column.

Thoughts	Responses
<i>e.g., “I am overwhelmed”</i>	<i>e.g., “How did you overcome something difficult in the past?”</i>

6. What do you need from your support network right now?
7. Imagine yourself on the other side of this change. How might this experience lead you to develop new skills, build your resilience, or grow personally or professionally?
8. Share your takeaway on the [Self-Study Form](#).

Adapted from: *The Change Cycle*, E. Kubler-Ross (1969) and *Your Self-Reflection Guide to Change*. <https://360.articulate.com/review/content/7f9e951-1957-4877-8917-ebbce8929b88/review>