



# HELPING HANDS



## ***Steps for Effective Personal Change***

*(excerpts from Jennifer Kromberg PsyD Inside Out Psychology Today, August 21, 2013)*

### **1. Change Only one Thing at a Time**

If you're looking to change one area in your life, keep it to one area – especially if what you're looking to rework is a major part of your current life. Trying to change many things all at once can be a set-up for exhaustion and defeat.

### **2. Identify Why you Want to Change**



Everyone always wants to brush over this step with a glib answer. I suggest you think it through a bit more. I often ask folks to pretend a magic genie is offering to grant the change they seek. Only, first they have to explain why they deserve and need this change. This provides the opportunity to articulate to themselves some in-depth reasons why they are making this commitment to begin the difficult process of change. When it feels challenging to stick to your commitment, you can often reflect back on these reasons to help you hang in there.

### **3. Understand how the Behavior Serves You**

We hinted at this in the opening – whatever behavior you're trying change, it does, in fact, serve a purpose for you. This can be difficult to believe, as it's hard to imagine that an unwanted behavior could actually help you in some way! Keep in mind that "helping" you does not mean it's good for you. It means it's helping you to survive day-to-day. Understanding how this behavior works for you can help you understand the discomfort you experience during the process of change.

### **4. Sit with the Discomfort**

This one can also help you with #3. When you're feeling the discomfort of change, try not to run away from it so quickly. See if you can let yourself feel the discomfort and try to understand what it is that is so intolerable. Yes, I know you don't like discomfort and I know it doesn't feel good. Believe me, I don't like it either. But quite often when we let ourselves fully experience our difficult feelings, we can learn some very important things about ourselves that can help us change.  
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### **5. Take Baby Steps**

You can often break the behavior you're trying to change into smaller, more attainable goals. If you're trying to eat healthier foods, start with adding a vegetable and a fruit to your regular meal plan every day, rather than revamping your entire menu all at once. Slow and gradual modification, rather than huge abrupt change, gives you the opportunity to take things one step at a time, which can be more productive and more likely to result in permanent change.

### **6. No Time Limits**

This goes along with #5. Many people hate this one because in our society, we want results now! True, lasting change usually happens slowly over time. Trying to rush the process of change usually results in going to an extreme only to eventually **burn out** and have the pendulum swing back to the other extreme. Let change happen at a pace that feels right to you. Shifting our behaviors can take time, practice and patience with ourselves. Remember change doesn't have to be perfect. It just has to be in process.

## When Change Isn't Working

(excerpts from "If It's Not Working, Change Your Approach" by J.D. Meier).

*"It is not the strongest of the species that survives, nor the most intelligent that survives. It is the one that is the most adaptable to change."* — Charles Darwin

One of the best ways to get results is to change your approach. You can change yourself faster than you can change other people. This gives you incredible flexibility in any situation. **Your ability to change your thinking, feeling, and doing is the key to changing your lot in life or changing the results you get.**

Ask two questions: "... Is it working?" or "... Is it effective?" They're simple questions, but they cut right to the chase. It's not about whether it work — these are direct **cards out on the table and see** the results you want, or you're It can be good to be quick to something's not working, not not working and **try a different** keep doing the same thing and **Robbins** states that you can stay flexible in your approach."



should work, or whether you want it to questions that force you to **lay your what you've got**. Either you're getting not.

change your approach when everybody is quick to admit something's **approach**. Flexibility is good. Don't expect different results". **Tony** "stay committed to your decisions but Bruce Lee believed we should "absorb

what is useful, discard what is not, add what is uniquely your own." The sooner you can figure out that something's not working, **the sooner you can test another approach**.

## IAM

### Peer Employee Assistance Program



The heart and soul of the District 141 Employee Assistance Program is the local lodge EAP peer coordinator. These dedicated men and women volunteer their personal time to assist other union members and their families who are experiencing personal difficulties EAP peer coordinators do not make clinical diagnoses or clinical evaluations, however, they are trained to make a basic assessment of your situation and refer you to an appropriate resource for a more detailed evaluation. EAP peer coordinators will follow up to ensure you have been able to access services that addressed the difficulty you were experiencing.

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