Changing Gears, Changing Lanes: Navigating Change In and Out Of The Workplace

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Today’s Agenda

1. Identifying Change
2. Identifying Ourselves
3. Finding the Relationship between the Two
4. Case Studies
What word or phrase first comes to mind when you think about change?

Type your responses in the question box.
What is change?

*noun*

1. the act or instance of making or becoming different.

Change can be...
- Long or short-term
- Unexpected or planned
- Organizational or individual
- Implicit or explicit
How does change impact us?

- Stress
- Confusion
- Uncertainty

Don’t forget:
CHANGE IS GOOD

- A new beginning
- Improvement
- Growth
A Fork in the Road…

Change forces us to make a decision.
Human beings gravitate towards routine.
Change forces us into “Fight or Flight” mode.
**FIGHT OR FLIGHT?**

**Fight**
- Actively resisting new policies.
- Voicing disagreement to your supervisor or teammates.
- Fighting with yourself.

**Flight**
- Ignoring the problem (not responding).
- Putting off learning a new skill.
- Finding a new job.
The third option…

WHAT DO YOU MEAN?

I ALWAYS LOOK LIKE THIS
Exploring Ourselves

Quiz: How many of you have ever taken a personality test?
Why should I bother with a personality test?

Understanding yourself will help you anticipate your unconscious reactions to change.

It will also help you identify your strengths thereby giving you a better chance in effectively implementing change or coping with it.

If you do it with your teammates, it can also give you a common language to communicate non-technical aspects of your work.
Types of Personality Tests

- Meyers-Briggs
- DISC
- StrengthsFinder 2.0
- *What Color is Your Parachute?*
What is your personal change style?

How do you react to change? Are you an...

- **Originator:** You like to challenge the structure and prefer change that is expansive.
- **Pragmatist:** You like to explore the structure but not necessarily challenge it. You prefer change to be functional.
- **Conserver:** You accept the structure and prefer change that is incremental.
Originators

Enjoy risk and uncertainty
May be impractical and miss important details
May appear visionary but also unorganized, unconventional
Treat accepted policies and procedures with little or no regard
Pragmatists

Appear to be practical, agreeable, flexible
Prefer change that emphasizes outcomes
Results-oriented (not structure)
Operate as mediators
Conservers

Appear deliberate, disciplined, organized
Prefer change that maintains current structure
Enjoy routine, predictability
Focus on details
Putting the Puzzle Together

• You can see a change coming
• You’re in the middle of a change but you can’t see it
• You can see the change happening but aren’t sure how to regain stability
• You can see a clear way out of the situation
In all of these cases,
Poll: Which of these is critical to achieving successful change?

You can select more than one
### Managing Complex Change

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*Managing Complex Change*
Tips for navigating your way out of the storm

Recognize negative behaviors and reinforce the positive

Be aware of your surroundings

Be careful of getting caught in a loop
Warning signs

- Feeling the urge to give up
- Loss of agency
- Denial
- Feeling like you’re just spinning your wheels
What do you need to get to that next step?

- Facts, data, models, etc.
- A clear idea of where you want to go
- A plan to get there
- MOTIVATION
- Learn a new skill if you need it
Case Studies
Joan’s Dilemma

Nine months ago, Joan landed a job with a company that works on remote sensors. About six months ago, her company was acquired, and the rest of her team left the company. She’s now the most senior person on the team.
Mark’s Dilemma

Mark doesn’t like his job. At first, he didn’t mind because he knew it was only temporary, but now he’s sure of it.

Mark’s spouse is about to complete grad school. She already has a job offer that will start once she has completed her dissertation.

He knows that they will be relocating soon, but thinks leaving his current workplace will be worth it. Still it will be exhausting to go on the hunt for a new job twice in such a short period.
Tanya’s Dilemma

Tanya is about to finish a post-doc position at a prestigious research institution. She was lucky enough to get an offer for a tenure-track position at a smaller school that focuses on undergraduate education. Her current supervisor has just informed her that their lab has found funding for a permanent position and has encouraged her to apply.
Sophia’s Dilemma

Sophia has a tenure-track position. Her university has recently restructured to group the Earth science and ocean science departments together. In the process of this, the two departments need to reevaluate their curricula to make both groups happy and in alignment. Sophia wants to get involved, but with so many professors with seniority in the discussion, she isn’t sure how to make her mark.
• Career Advice
• Mentoring Programs
• Travel & Research Grants
• Professional Development Workshops
• Ethical & Professional Guidelines

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Questions?