



TOGETHER IN WELLNESS: A GUIDE FOR LEADERS AND WELLNESS CHAMPIONS

THE TIDES OF CHANGE

EMBRACING OPPORTUNITY

Change is inevitable when it comes to the workplace. Whether that's changes in policy and practice, staffing or in the actual work we do, our workplace is constantly evolving. Being able to anticipate change, and support employees during these times, can help reduce stress and increase resilience.

Adapting to change differs for each of us and varies by situation. Though change of any kind can be stressful, many times it can be positive and provide new opportunities for us. When change management is done right, your team can explore new areas of interest, find new opportunities for growth and collaboration, and flourish in ways that might never have been possible before the change was brought into the picture. You can't stop the waves of change, but you can choose how you ride them out.

TEAM ACTIVITY

How to prepare:

Review [Tides of Change \(Together in Wellness: Your Guide to Wellbeing\)](#) and pay special attention to the the following tips for managing change:

Know yourself: Figure out how change affects you and how you can thrive in change.

Get the facts: Ask questions and seek clarification to ensure you understand the situation.

Talk it out: Talk about your feelings and reactions with people you trust.

Invest in yourself: Take time for yourself to keep energized and recharged.

Identify a change, something new or different, that's on the horizon for your workplace. It could be something big, such as a change in organizational structure, or something small, but impactful, like the coffee fund. Keep in mind you'll be using this later on in step 3.

Next, decide if you want to have the team fill out the Plotting Your Course worksheet during a team meeting (Version A) or prior to the meeting (Version B).



Are there changes taking place that affect the entire school jurisdiction? Share your learnings with other schools to promote collaboration and encourage positive change management.

How to include your team:

Version A: Complete Worksheet During a Team Meeting

1. Hand out copies of Tides of Change (Together in Wellness: Your Guide to Wellbeing).
2. Review both pages with your team.
3. Have participants complete the worksheet either individually, or in pairs, focusing on the change(s) identified.
4. Give participants five to 10 minutes to complete.

Version B: Complete Worksheet Prior to a Team Meeting

1. Send your team the link to Tides of Change (Together in Wellness: Your Guide to Wellbeing).
2. Ask everyone to read both pages.
3. Have participants complete the worksheet prior to the team meeting, focusing on the change(s) identified.
4. Ask participants to bring their completed worksheets to a team meeting for further discussion.

How to debrief:

For this next section, you can choose to either debrief through a facilitated conversation or by recording notes for all to see.

5. Have participants share back what they wrote down in both the 'Staying the Course' and 'Uncharted Waters' sections. Consider the following questions as you guide the discussion:
 - What stops did you make along the way? What are your milestones?
 - Are you going with the current or against it? What obstacles will you have to navigate around?
 - Who did you meet? Who are the stakeholders you need to consider?
 - How will you know you have been successful on your journey? How will you know when you have reached your destination?
 - Did your destination change? Do you still want to pursue this change or do you need to adjust the end goal?
6. Now that you have looked at both scenarios it's time to plot your course. To help you move forward consider the following questions:
 - What are the similarities and differences between the two paths?
 - Are you better equipped for one path over the other?
 - What is one support already in place that we can use when you are in uncharted waters?
 - What is one practice as a team we currently do that we want to keep doing?
 - What's one new practice we would like to start doing?
 - Where does the crew want to go?
 - Are you going to stay the course or are you going to explore uncharted waters or somewhere in-between?

How to continue:

7. Set sail! Now that you have plotted out your different scenarios, you're ready to unfurl the sails and begin your journey. Consider setting a check-in date a few months down the road to regroup with your team and see how things are going. If you find you and your team are veering off course, repeat this exercise to get your bearings before embarking on the next leg of your journey.

No matter which course you choose, you'll encounter both choppy water (i.e. challenges) and times when your sails are full (i.e. successes and opportunities). What's important is that you're all working together as you sail towards your destination.

Good luck and bon voyage!

RELATED RESOURCES

Want to learn more? Here are some handy online resources about change:

Activity: [Looking Forward](#)—from the 10-Minute Wellness Activity Series—encourages participants to self-reflect and imagine their lives in different ways for a safe exploration of choices and change.

Blog: [Keeping up with Change](#) has great tips for how to stay afloat through different change scenarios.

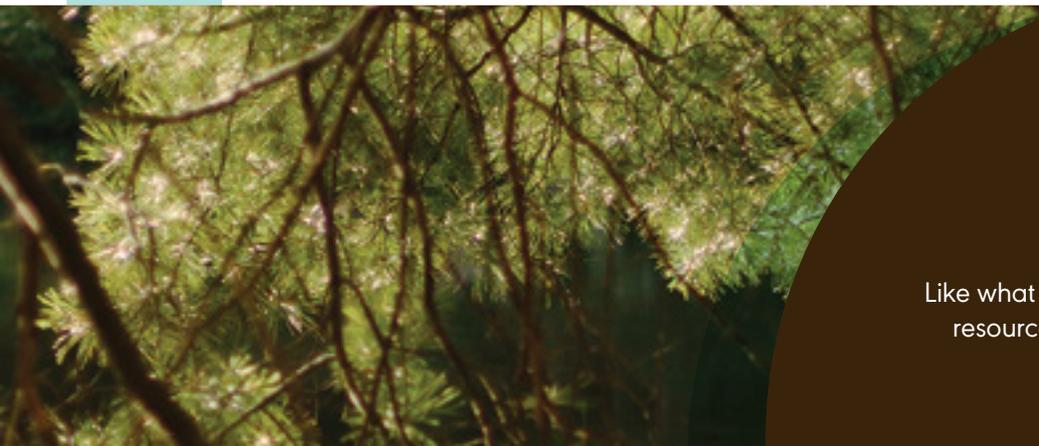
Course: [Embracing Workplace Change](#) is an online course by Homewood Health filled with self-care strategies for coping with, and embracing, change.

Support: From questions to planning a customized session, ASEBP's [workplace wellness consultants](#) (WWC) can assist you with your change management needs, any step of the way.

Website: [Workplace Strategies for Mental Health](#) offers an insightful look at how workplaces can play a role in supporting staff mental health while working with workplace changes.



Continue to make positive strides forward by practicing change management on an ongoing basis. Explore ways to check-in with your team to continue the conversations throughout the year.



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