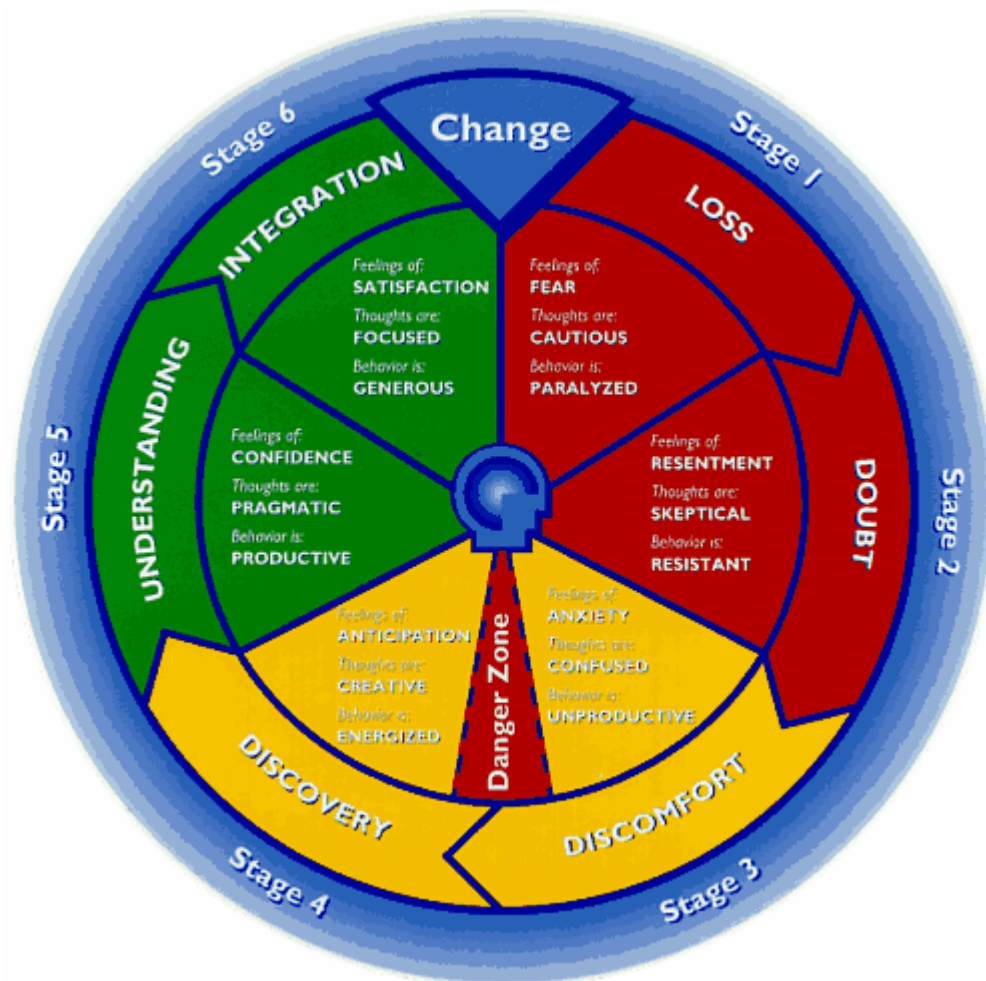




THE CHANGE CYCLE

Change has always been a necessary aspect of life and work, and our world is changing more rapidly than ever. It is likely that you will have to cope with a variety of changes in the near future. Your success and fulfillment - your emotional, mental, spiritual and physical well-being - depend on how well you adapt to change.

People react, respond and adjust to change in a sequence of six predictable stages. The Change Cycle model identifies the thoughts, feelings and behaviors associated with each stage of change. There is no better map to assist you in navigating through the changes in your life.



Stage 1 - Loss

In Stage 1 you admit to yourself that regardless of whether or not you perceive the change to be good or 'bad,' there will be a sense of loss

of what "was."

Stage 2- Doubt

In this stage, you doubt the facts, doubt your doubts and struggle to find information about the change that you believe is valid.

Stage 3 - Discomfort

You will recognize Stage 3 by the discomfort it brings. The change and all it means has now become clear and you learn to assimilate this new information in a meaningful way.

The Danger Zone

The Danger Zone represents the pivotal place where you make the choice either to move on to Stage 4 and discover the opportunities the change has presented or to choose fear and return to Stage 1.

Stage 4 - Discovery

Stage 4 represents the "light at the end of the tunnel." You now can see the options you have and the possibilities this change has presented. You are optimistic about a good outcome because you have choices.

Stage 5- Understanding

In Stage 5, you understand the change and are involved in it. You can identify its benefits and acknowledge its usefulness.

Stage 6 - Integration

By the time you reach Stage 6 you have stopped looking at "the change" as something different because you have integrated it's challenges and victories into your life.