

ERASMUS+  
KEEP 5G+

# EMOTIONAL REACTION TO CHANGE



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# Characteristics

- **Goal** - To help participants better understand their emotions and reactions in a situation of change
- **Duration** - 15 min. + 30 min.
- **Form** :
  - 1. Theoretical presentation of the material - paper
  - 2. Practical task – SWOT analysis + discussion



# Changes

- We face different changes during different periods of the life.
- Some changes can be planned and foreseen in advance, others may arise unexpectedly.
- Our feelings and our behavior can be different in different situations .
- When unexpected events, seriously altering our lives, occur , we experience intense emotions and stress
- Very important are work-related changes, as they cause a lot of stress



# Work-related changes causing stress

- Loss of employment – 47
- Retirement – 45
- Big changes at work – 39
- Changes in financial condition – 39
- Change in the nature of work – 36
- Big Borrowings/ Loans – 31
- Changes in responsibilities at work – 29
- Problems / disagreement with managers at work – 23
- Working conditions or work hours change – 20
- Change of residence - 20

(by Tom H.Holm and Richard Rahe Life Event Scale with 100 points as maximum )



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# How does change process\*

- Every external change causes many different emotions beginning immediately with negative ones and then by positive ones
- It is natural there will be a personal and an emotional reaction while facing change, as change inevitably means that things well known and appreciated have been lost
- Transition period - a natural internal process when we refuse something old, adjust to the situation and accept something new
- **Process of change consists of three stages:**
  1. End
  2. Exploration
  3. New beginning/ start

\*W. Bridges research, presented in his book "Managing Transitions, Making the Most of Change" Addison Wesley Publishing, 1991



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# PROCESS OF CHANGE

(loss of employment)

(new job)

**END**

**NEW START**

**Negation**

**Enthusiasm**

**Anger**

**Excitement**

**Shock**

**Activity**

**Fear**

**Hope**

**Crushed expectations**

**Eagerness**

**Confusion**

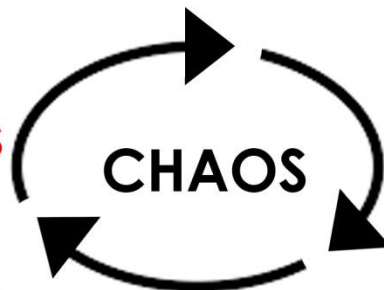
**Approach**

**Stress**

**Creativity**

**Attempts - Avoiding**

**EXPLORATION**



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**International  
House**  
Vilnius-Soros

# Factors influencing our reaction

- Level of self-confidence
- How do we evaluate your abilities in the current situation
- Do we trust other people
- Experience gained before: how did we overcome difficulties in the past
- Are there any (close ) people around who understand and support us
- Are we not afraid to make mistakes and ready to take risks
- If we set ourselves realistic goals
- If positively enough we evaluate the situation – do we concentrate on strengths , but not weaknesses and obstacles



# Possible variations of behavior

- People's reaction to changes may vary from complete acceptance to active resistance
- **Acceptance** : enthusiasm, cooperation, passive reconciliation
- **Indifference**: apathy, minimum input
- **Passive resistance**: regressive behavior (returning to the earlier, more primitive patterns of behavior), reluctance to learn, protest, slow-paced
- **Active resistance**: minimum work, slow pace, withdrawal, intentional fault/ mistakes





# Practical task and discussion

- **Question for discussion** „How do you tend to behave in a situation of change?“
- **SWOT ANALYSIS** - evaluation of the situation and preparation for change  
**Goal** - To help participants better understand the current situation and to foresee next steps.  
**Duration** - 30 min.  
**Form**
  1. Introduction
  2. Practical task
  3. Discussion in peers.



# Instructions on the task

## ➤ NOTICE

In some situations changes can be foreseen and we can be prepared for them in advance or even plan them. In such cases it is necessary to understand what we are not satisfied with in the current situation and what we want to achieve. Then it's important to think of possible ways of action and choose the best one for implementing change.

## ➤ **Steps to be taken to implement change**

1. Determine where you are now - what is the situation?
2. Understand where you want to be - what result you want to achieve?
3. Consider and plan how to reach the foreseen goal.

## ➤ **PRACTICAL TASK**

Trainer provides instructions on the task : Each participant individually performs the task on SWOT, then the results ( further actions) are discussed in peers

## ➤ **Instruction**

Analyze the current situation: think about your strengths and weaknesses (put down all advantages and disadvantages). Consider also the environmental risks and external threats and think about the options/possibilities. Think about and write down what do you want to achieve, what goal is important to you, what further steps/actions.



# SWOT ANALYSIS

<b>Internal Strengths</b>	<b>Internal Weaknesses</b>
<b>External Opportunities</b>	<b>External Threats</b>
<b>What I would like to achieve?</b>	
<b>Further Actions/Steps</b>	





I am ready for  
change 😊

Are you?



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