



## The Change Cycle (Transcript)

Good morning, my name is Professor India Wilcox. I teach American Government as a full-time faculty member at the Georgia Military College Valdosta campus. Today I will discuss in a brief video the six stages of the change cycle and give you simple ways of coping within the cycle of that change.

Umm So research shows that change, whether it be personal or professional, activates responses in a particular sequential order, and that the brain works to equip us with the skills to make good choices and sound decisions.

So this video will detail how people can thrive and survive in personal or organizational changes. The big idea of change or the change cycle is that we all deal with change, whether it be personally or professionally. The change cycle model gives you six stages of change to help you decipher where you are so that you are more aware of how to respond in a changing environment. So typically, change only happens for three reasons, whether it be crisis, chance, or choice. The change cycle model helps you to get through these stages of change.

So we can go ahead and begin with the first stage of change according to the change cycle model. All right, so the first stage of change is called loss of safety. Anytime that we feel our personal or professional lives have become different in some way, our thoughts become cautious, causing, in most cases, the feeling of fear. So how do we cope in the first stage of loss of safety? We can begin by asking, what is the worst thing that can happen, and can I handle this? So the first step is to admit um or to acknowledge the change so that we can address it in these other stages of the change cycle model.

So we're going to go ahead and go to the second stage of change. It's called doubt to reality. When doubt enters into our brain, it slows us down and prevents us from taking action. So doubt can actually trigger different defense mechanisms such as um Resentment, it can show up as skepticism and also resistance. What doubt does is it causes individuals to ignore the obvious that's in front of us. So how do we cope with doubt in stage two? We can think of all of the good things that are going on currently in our lives and then also look ahead to the better things that we have going on and that can become of this new change.

All right, so let's go ahead and move to stage three of the change cycle model. It is called discomfort to motivation. When we as individuals are in discomfort, we experience feelings of anxiety, confusion, and then our thoughts can become overwhelmed. So how do we adjust to these thoughts of anxiety, confusion, and being overwhelmed, which can thwart any type of progress of the change that occurs in our lives? um What we can do is just basically plan out our steps, plan how we can re-engage and become more motivated. We need to break through these thoughts. We need to move forward and do not let discomfort hold us back.

All right, the next stage of the change cycle model is stage four, called discovery of perspective. So I will start off by defining what perspective is. And just really simply, it is having a particular attitude

toward a point of view. So perspective moves us beyond the constructive way of thinking. So in the stage four, the discovery to perspective, the idea here is to keep looking ahead at a in a more positive viewpoint. So how can we do that? We can increase our way of thinking. Um by discovering and learning opposing viewpoints other than our own, other than the current situation that we're in. Look at other ways to view this new change. So we can do that by widening our lenses, whether it's physically or mentally. Um And also lastly, bring a sense of optimism about this new change in our life.

So that's gonna move us to stage five of the change cycle model, which is called understanding the benefits. So we should in this stage, we should understand that change is not going anywhere. We should understand that change is inevitable. It will happen at some point in our lives. Um We should understand that change is not always easy or pretty. Change can be, I'm sorry, life can be unpredictable and also mysterious. So in this stage, we should identify the benefits to the changes in our lives. So that goes back to the previous stage. We have to kind of look at the benefits and stop looking at how the change has basically shifted our way of living, being and moving. So just start to look at how it will benefit us. Um For an example, how we grow in in learning something new, how are our skills grow and things of that sort.

So I will go ahead and go to the next slide with lists, which lists the last stage of the change cycle model. Stage six is experiencing integration. So in this stage, by stage six, we should have fully integrated our change within our life. It should be a part of how we navigate, how we move and have incorporated this change. We should have a renewed confidence and our flexibility should have been adjusted to this this change. So I will start by in this by stating at this point, change should no longer be a transition, but it should be the new status quo. And we should have now moved from survive the change to thriving in the new change.

All right, so I'm going to end my presentation with the sources to give you the links to where I pull this information on how to cope with the six stages of change. All right, starting with the internal change cycle model. If you go to University of Georgia's website, they will give you information about integrating change and also give you a chart um and a more in-depth information of the process of the six predictable stages of changes and how to understand these stages. Secondly, um there's the source, Understanding the Change Cycle Model, which is listed on the website for the Association of Immunization Managers. There's a series of videos that introduces the change cycle, and they also have resources and supplemental material to guide you in understanding how to face change. And then last but not least, The Change Cycle by Ann Salerno and Lily Brock, um It's also a YouTube video that explains the best scenarios and approaches to the changes. The cycles of change.