



STAGES OF GOING THROUGH THE CHANGE. WHY ARE WE WITHDRAWING?

Care Solutions
Aleksandra Mroczko



ABOUT ME



FOR TODAY

1. Contemplation, or data collection
2. Preparation, pathfinding
3. Operation and maintenance
4. Practical hints:
 - How to trick the 'lazy brain'
 - 10 principles of KAIZEN

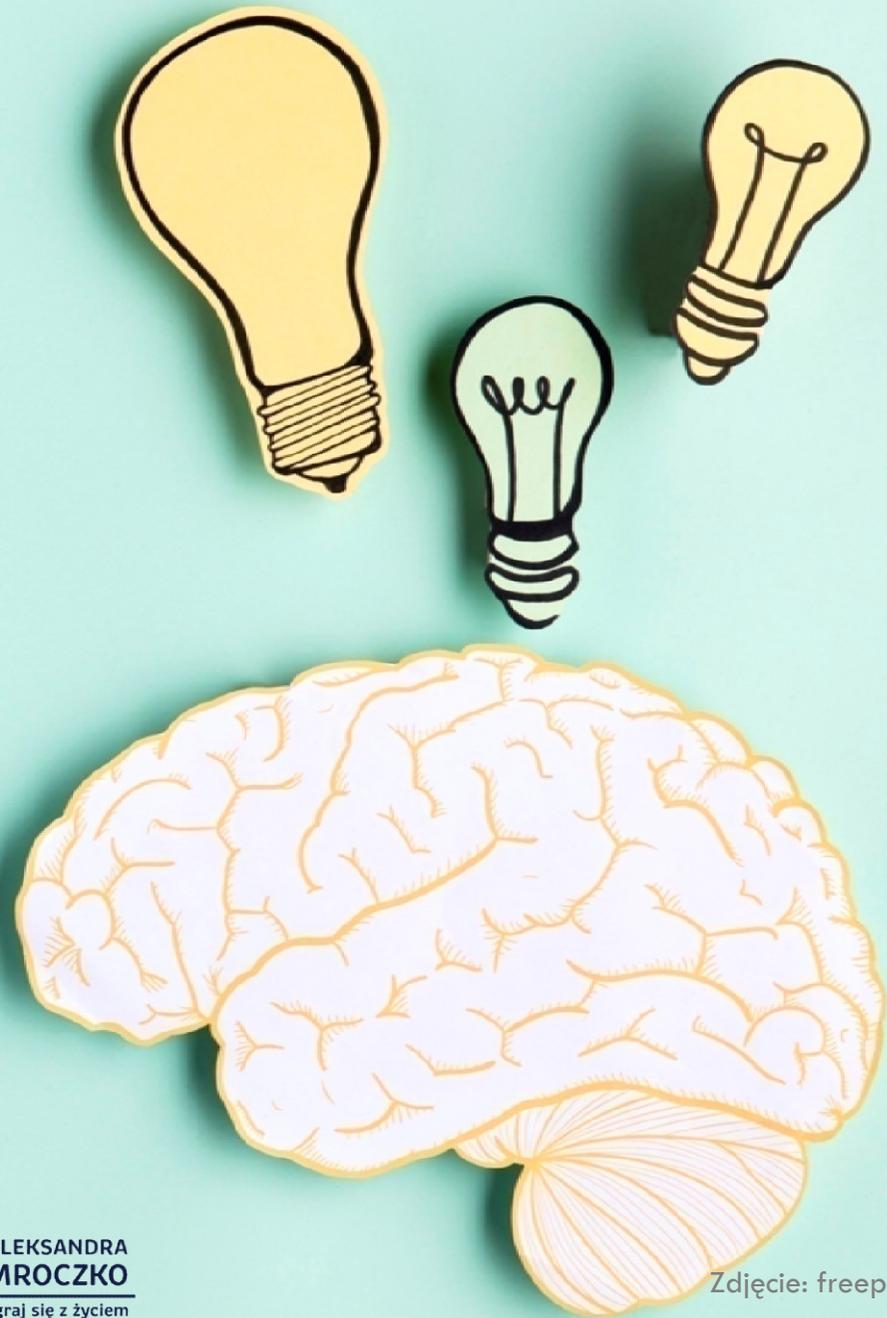


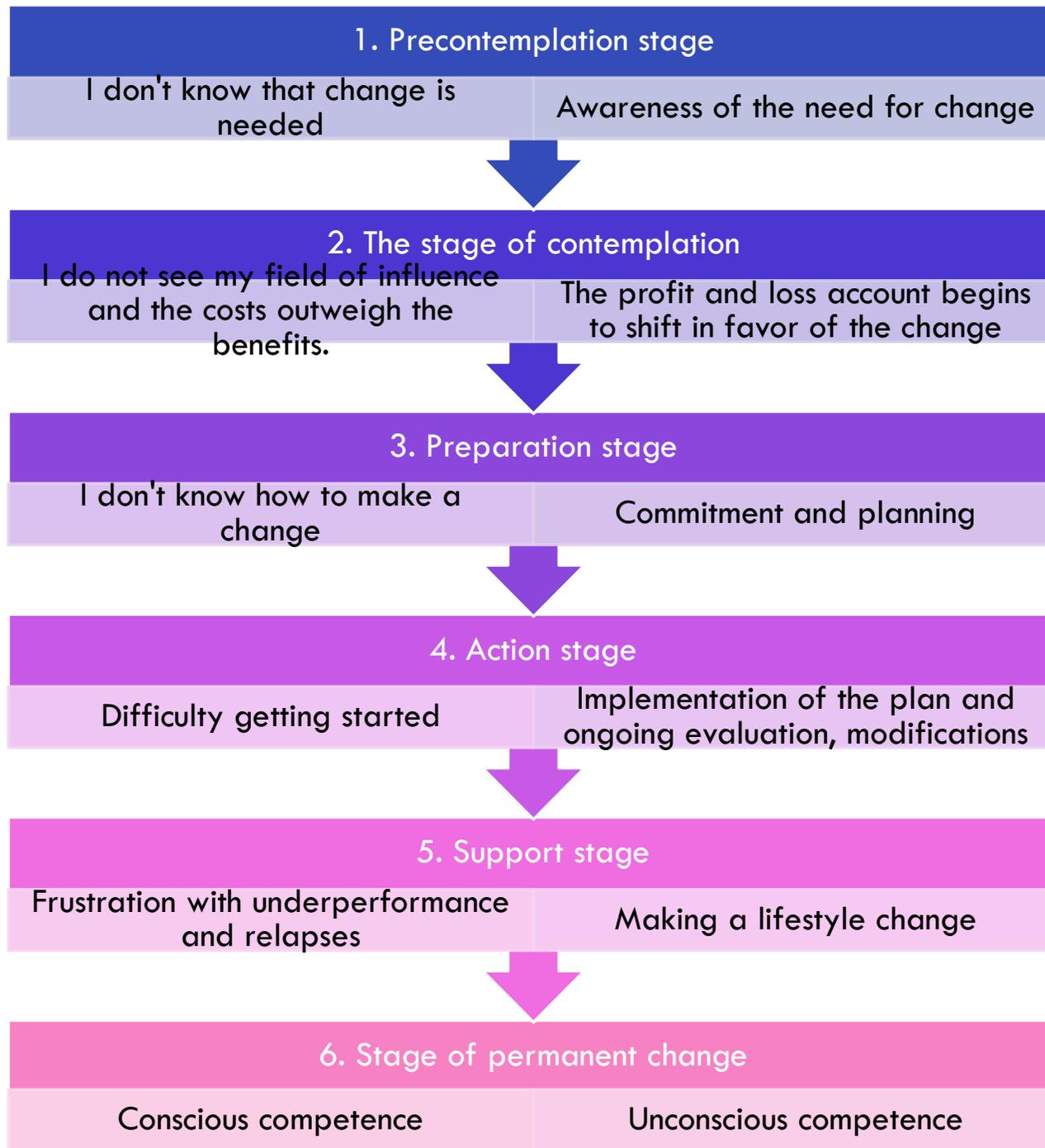
External
change

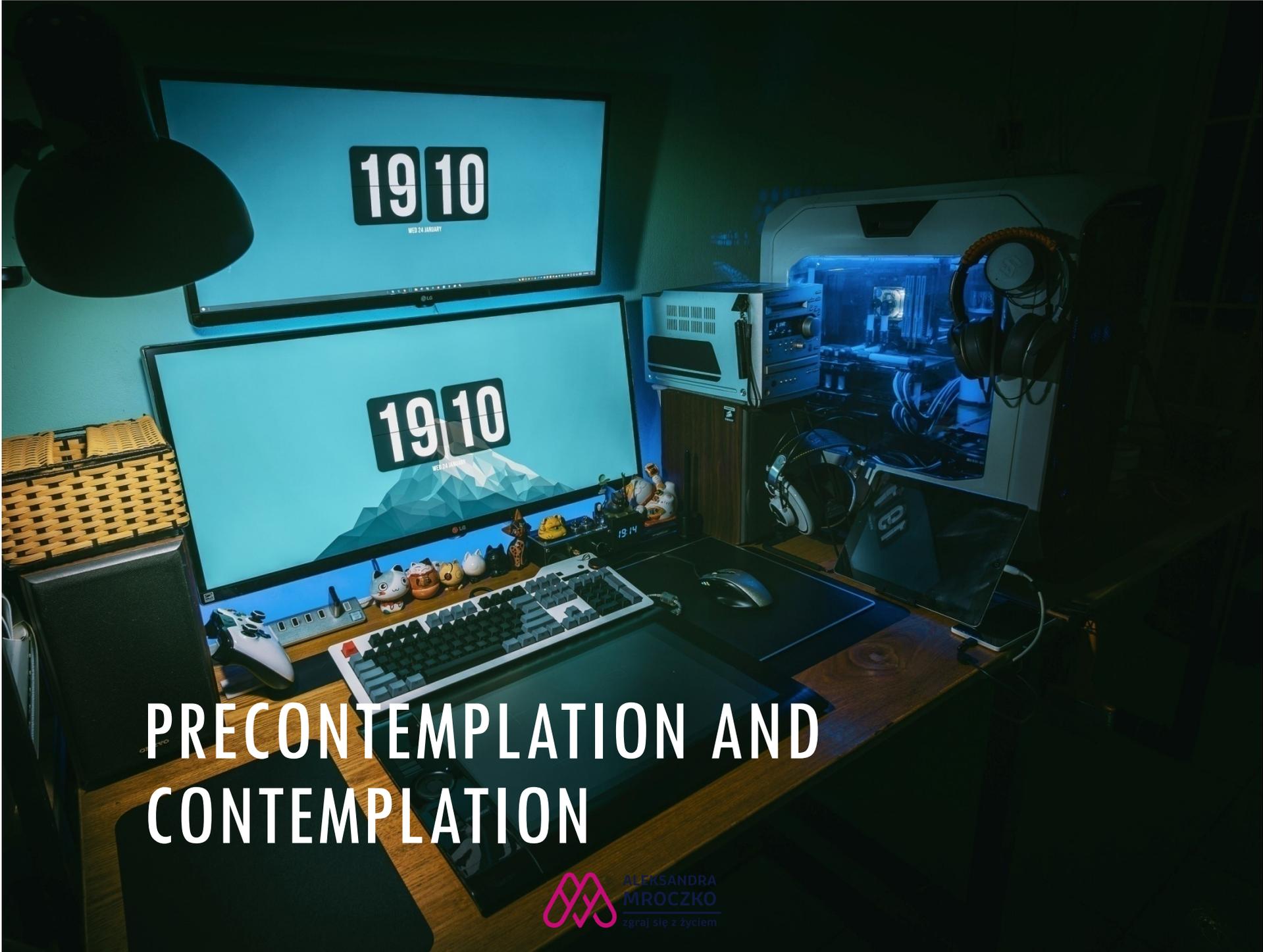
Internal
change

CHANGE FOR THE BRAIN:

1. Requires energy.
2. It is less secure than maintaining the status quo.
3. It leads through the phases: precontemplation, contemplation, preparation, action, maintenance until a permanent change is achieved







PRECONTEMPLATION AND CONTEMPLATION

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How can a leader help?

Help the team realize the problem, the negative consequences of not changing.

In order for the change process to start, the perceived cost of the change must be lower than the loss resulting from no change

How to do it?

Don't agitate for any option.

Encourage risk-benefit analysis.

First, help them dispel their fears, resistance and ambivalence, and then then consider the benefits of change.

Show the difference between the current state and their aspirations, goals.

PREPARATION

PREPARATION

How can a leader help?

Set goals and priorities.

Develop an action plan and strategies for dealing with obstacles.

How to do it?

Help to refine the action plan with specific dates

Help them redefine priorities and find time to implement them

Make sure they take "small steps"

ACTION AND SUSTAIN

ACTION AND SUSTAIN

How can a leader help?

Help them apply change strategies over several months.

Build a sense of self-efficacy.

Help them make lasting lifestyle changes.

How to do it?

Help clients build new habits: share knowledge and encourage testing of different strategies

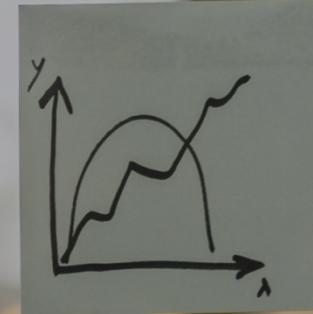
Recognize with the client people who can support the change

Suggest monitoring tools

Appreciate the client and reinforce their sense of self-efficacy, celebrate successes

IS THE BRAIN LAZY?

Why is it not so easy to start a change?



09.05
Tasks

Dead
Line

OUR
NET-WORTH

?

45%

The background of the slide is a light blue surface. On the left, there is a white notebook with a grid of hand-drawn eyes. A white pencil lies diagonally across the bottom left. In the center, there is a small white model of a human brain. Several yellow paper clips are scattered around the brain and the notebook. The title 'SMALL HABITS TRICK THE BRAIN' is written in large, bold, black capital letters on the right side of the slide.

SMALL HABITS TRICK THE BRAIN

- Associated with another activity.
- Small, effortless.
- Meaningful - repeating them brings you closer to your goal.



WHAT ARE YOU TAKING FOR YOURSELF?

1. Share with someone what we've talked about here. It will make you stronger!
2. Take advantage of this knowledge and apply a piece of it this week.

See you soon,
Aleksandra Mroczko