

Episode 11 – The 3 Bs for Navigating Change



Now that we know why change feels so difficult, how do we navigate it with more ease and grace? The Answer lies in who you are *Being* while you are *Doing*.

Here are the three B's for navigating change with more ease and grace:

Be the Change: You must BE the change you want to see in others. Before and during any change process, answer these three questions

1. What qualities and characteristics would be important for those around you to exhibit? i.e. Flexibility, Receptivity?
2. What is the climate you want to create?
3. What is the ripple you will create from the stone you are throwing into the pond?

Change is not always easy and can be triggering so first remember to breathe deeply and allow the nervous system to regulate. Then determine what you want/need in order for the change to be easier and more graceful. Intend that to be what is, and begin to demonstrate those qualities yourself. Notice when and how those qualities are mirrored by others. You are being the example life of the change you want to see.

Be with People as People: How often do we see others as obstacles in the way of what we want, or as vehicles to getting what we want? This does not allow for the full human experience. Use these journal prompts to explore and practice this concept:

1. How are you seeing those you are trying to change?
2. How are you seeing those that are trying to implement change?
3. When and where have you been able to acknowledge that change feels uncomfortable?
4. When have you been able to sit with another human being and be compassionate with their human experience?

To completely Be with People as People during change, you must first find the compassion for the parts of yourself that struggle with change. To become familiar with the concept of self-compassion, practice the following journal exercise:

1. Recall a time when it was difficult for you to accept a particular type of change in your life.
2. Ask yourself, what made it so hard?
3. Imagine now that you are speaking to yourself from the voice of someone who truly loves and accepts all of you. Someone who objectively only wants the best for you (your beloved, best friend, parent, grandparent, mentor, teacher).
4. Write a note to yourself that includes the most loving and generative thing that they could say to you.
5. Journal how you feel now that you've heard from compassion.
6. How will this impact how you relate to others?

Be in Action: Despite how anyone feels about it, the change is happening. Action to move forward is part of this process. Acknowledging where the resistance is and realigning with the person as a person will make it easier to move forward.

1. Begin with the end in mind: All action should be in service to the highest and best of something bigger than any one of us.
2. Be aware that every new beginning implies an ending and navigate the nuances of how the change happens.
3. Take a stand for the change and be the example of what it looks like to embrace all of it.
4. Continue to cultivate curiosity at the crossroads and look for places for people to shine.

Learning how to navigate change in one place will help you navigate change in every place. Please share your comments about how you've implemented the 3 B's.