

EMPLOYEE ASSISTANCE PROGRAM

FOCUS ON WHAT YOU CAN CONTROL IN YOUR LIFE (WORK AND HOME)

Fear and anxiety are often at the heart of our resistance to change.

We've all heard the sayings "Better the devil you know than the devil you don't" and "if it ain't broke, don't fix it." The fact is, most people don't like change, whether it's in their personal lives or at work. We're creatures of habit and routine. Change can jolt us in uncomfortable ways, even when the change is a positive one.

Fear and anxiety are often at the heart of our resistance to change. When we face the unknown, we may experience the fear of failure, the fear of losing control or of being wrong, the fear of rejection, loss of status, and isolation. Once we learn to fear something, whether it's through first-hand experience or watching others, we tend to respond out of emotion, not reason.

Overcoming the fear of change requires a shift in attitude and a willingness to accept uncertainty. There will always be things that you can and can't control. The more calm and flexible you are, the easier it is to focus your energies on what you can control.

Here are some tips to manage change:

- **Keep an open mind and look for the positives.** The change may present opportunities you hadn't thought of before. Chances are, you've dealt with change successfully in the past, and you can do so again.
- **Seek support from your friends and family.** Caring and supportive relationships can provide encouragement and reassurance.
- **Take care of your mind and body.** Regular exercise, adequate sleep, and a healthy diet are key. Some people practice meditation or other relaxation techniques to achieve a healthy inner calm.
- **Maintain perspective.** Viewing the current situation in the context of a whole lifetime often helps us deal with the challenge at hand and not blow things out of proportion.

