

DEALING WITH CHANGE

Don't be too quick to dismiss other people and their wild ideas. There will be times when your own biases will stand in the way of your growth. Approach change with an open and receptive attitude so you can always be part of the solution – not the problem.

People wrongly assume that status quo implies a certain degree of security. There is no security in this world – just look at the number of people who banked on it and were laid off. Security comes from within, knowing you can face any obstacle and adjust to any change.

Even if you don't like what is going on, find a way to build your own success within the new constructs. What can you contribute? How can you make yourself more valuable?

Always, always, *always* behave in a way that makes you viewed as key to future success, rather than as a relic.

When news of change first comes down, stifle your initial reaction. You may be reacting to the fact that you don't like change in general, not to the actual change you are facing.

Do not complain about what is going on to your colleagues. That will tag you as an impediment to your leader's success, and even if the change concept is misdirected, you don't want to be seen as a troublemaker.

If you are asked for input, give it – constructively. Don't overdo it. Figure out what you can say that actually will make a difference, and voice your ideas in a way that creates an opportunity for you to take on more responsibility and help move things along.

Your first job is to survive to fight another day. You might have the greatest ideas in the world, but it won't matter if you wind up labeled a naysayer, troublemaker or whiner. Choose the battles you can win, and fight them so you remain effective to fight again.

If you disagree so completely with the change occurring around you, it may be time to pack up your talent and move on.