



## **Change**

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*"Change, when it comes, cracks everything open."* - Dorothy Allison

Change is difficult for many people. Although at times the monotony of life leaves us feeling bored and unfulfilled, it provides predictability and with that, a sense of safety against the unknown. Any type of change in our daily routine can be stressful. For example, even positive changes such as taking a vacation can cause us to experience stress. However, although getting back in the swing of things after taking time off can leave us feeling stressed, this doesn't keep us from taking much needed vacations. Sometimes the stress we experience from change is well worth it.

Throughout our lives we experience a number of developmental milestones such as graduations and marriage that create somewhat predictable routine changes. However, the path towards making changes to the way we think because our thoughts are negatively impacting our emotions and behavior is much more unpredictable and can be extremely daunting. It can be difficult accepting the need to make changes to one's thought patterns and often requires not only courage but humility.

Not only can a lack of humility prevent us from making necessary changes, but those around us may serve as obstacles as well. As one begins to make changes, his/her co-workers, friends and/or family members are likely to notice. Some of these individuals may encourage the change, whereas others may not be as supportive because they themselves fear change and the accompanying unknown. In addition, when one individual begins to make personal or organizational changes this often requires others to change as well, which they may not be ready to do.

Personal and organizational changes are likely to be met with some resistance. Although resistance can make the process of change more stressful it doesn't render it unnecessary. Some of the most successful companies in the world thrive as a result of employees who are willing to engage in change despite resistance. Steve Jobs, CEO of Apple Inc., commends those who embrace change.

*"Here's to the crazy ones, the misfits, the rebels, the troublemakers, the round pegs in the square holes... the ones who see things differently -- they're not fond of rules... You can quote them, disagree with them, glorify or vilify them, but the only thing you can't do is ignore them because they change things... they push the human race forward, and while some may see them as the crazy ones, we see genius, because the ones who are crazy enough to think that they can change the world, are the ones who do."* –Steve Jobs

As an individual begins to make change a reality, he/she should be prepared to be thought of as crazy, a misfit, a rebel and a troublemaker and to not let those who lack the courage and humility to make changes govern their beliefs and hence their behavior.