

# Ste mojster prilagajanja spremembam?



**Dr. Klemen Podjed**, z Inštituta za produktivnost se ukvarja z osebno produktivnostjo zaposlenih in obvladovanjem stresa.

*D.Sc. Klemen Podjed, of the Institute of Productivity, is engaged in programmes for the employees' personal productivity and stress management.*

Changes - whether in the workplace or at home, relating to health or finances, etc., happen to everyone. Changes keep occurring in technology, economic situation, companies, fashion, our lifestyle, habits. Our lives have become a series of constant changes following one another faster and faster, with periods of rest between them getting shorter and shorter. Most people do not like that; we prefer stability and familiar things over the insecure future, even if it offers promises of changes for the better.

## It pays to be flexible

Our ability of adapting to changes is one of our key skills that are good - if not even necessary, to acquire, particularly knowing that probably one cannot

Spremembe - v službi, doma, na področju zdravja, financ ... se dogajajo vsem. Spreminjajo se tehnologija, gospodarska situacija, podjetja, moda, naš slog življenja, navade. Naša življenja so postala serija nenehnih sprememb, ki si vse hitreje sledijo ena za drugo, z vse krajšimi obdobji počitka. To večini ljudi ni všeč, saj imamo raje stabilnost in tisto, kar poznamo, kot pa negotovo prihodnost, tudi če ta ponuja obete na bolje.

## Splača se biti prilagodljiv

Naša sposobnost za prilagajanje spremembam je ena ključnih veščin, ki jih je dobro, če ne celo nujno, pridobiti. Še zlasti ob zavedanju, da najverjetneje ne moremo pričakovati, da se bo življenje v prihodnje umirilo. Prej obratno. Ja, prilagodljivost in odpornost na spremembe in stres lahko z nekaj truda in pozorno-

sti pridobimo. Zato pa je dobro poznati faze, skozi katere običajno gremo, ko se dogajajo pomembne spremembe v naših življenjih.

## Spreminjanje zahteva čas

Psihologi so že v 60-ih in 70-ih letih prejšnjega stoletja ugotovili, da gremo ljudje bolj ali manj skozi iste faze spreminja. Ko se soočimo z negativno situacijo, jo najprej zanikamo (»Kakšna sprememba?«). Potem pride trenutek spoznanja (»Joj, res je!«) in lahko prihajajo čustva, kot so strah, jeza ali celo bes, občutki krivde, in čisto običajno je, da se upiramo spremembi. A čas teče in če nove razmere vztrajajo, lahko čutimo potolčenost, obup (»Ubogi jaz!«) oziroma, kar je bolje, uspemo sprejeti, kar se nam dogaja. To nam odpre boljše možnosti za razmislek in iskanje bolj konstruktivnih

# Are you a master of adapting to changes?

expect life to calm down in the future. It will rather be the opposite. Yes, with some effort and attention, flexibility and resistance to changes and stress can be acquired. It is therefore good to be familiar with the stages through which we usually go when undergoing significant changes in our lives.

## Changing takes time

Already in the 1960's and 1970's, psychologists discovered that people go through more or less the same stages of changing. When faced with a negative situation, our first reaction is denial (»What change?«). It is followed by the moment of realisation (»Oh dear, it's true!«) and possible feelings of fear, anger or even rage, or guilt, and it is quite

normal to resist the change. But the time passes, and if the new conditions persist, we might feel anguish, despair (»Poor me!«), or, what is better, we manage to accept what is happening to us. This gives us better opportunities to think and search for more constructive solutions, and we often realise that we might end up even better than before (»Oh, this could be great!«).

And with the years passed, we understand what a certain change actually brought into our lives. How many examples in your life can you think of where something seemingly very negative turned out to be a true blessing over time? Even people suffering from a severe illness often admit: this illness is the best thing that has happened to me in my entire life. I am a different person now. Despite the

rešitev in pogosto ugotovimo, da bi lahko bili celo na boljšem kot prej (»O, saj tale bi bilo pa lahko super!«).

In ko pretečejo leta, razumemo, kaj je neka sprememba v resnici prinesla v naše življenje. Koliko primerov iz svojega življenja lahko naštejete, ko se je nekaj na videz zelo negativnega čez čas izkazalo za pravi blagoslov? Celo ljudje, ki so zboleli za težko boleznijo, neredko priznajo: ta bolezen je najboljša stvar, ki se mi je zgodila v življenju. Sedaj sem drug človek. Kljub temu, da takrat, ko je najhuje, vidimo vse slabo, na koncu prej ali slej večina ljudi začne živeti novo življenje in je na boljšem, kot je bila pred spremembo. (Vir: R. Macfarlan, 2013)

## Nekaj nasvetov za mojstre

Ni vedno enostavno živeti v času velikih sprememb, še zlasti, če se nam hkrati dogajajo na več področjih (služba, družina, finance, itd.). In mnogi med nami vemo, da sem to ravnokar povedal na

preveč olepšan način. Pravzaprav gremo lahko skozi prav mučne čase. A veliko si lahko pomagamo z upoštevanjem nekaj napotkov:

- Stres je spremljevalec sprememb, zato je zelo pomembno, da dobro skrbimo zase. Bodimo telesno aktivni, jejmo zdravo hrano, privoščimo si dovolj počitka, ukvarjamo se s stvarmi, ki nas polnijo z energijo in veseljem.
- Poiščimo podporo, tudi čustveno, v družini, pri prijateljih ali tistih, ki jim zaupamo. Pogovarjamo se o tem, kaj se nam dogaja, pri čemer razmišljamo pozitivno in se izogibajmo negativnim ljudem. Ohranjamo upanje na boljše čase, razmišljamo o stvareh, ki nas veselijo – čas z družino čez teden, letne počitnice, hobiji.
- Kar nekaj naše dobre presoje zahtevajo odločitve, katere zadeve želimo razreševati in spreminjati na bolje in katere je enostavno najbolje sprejeti. Ljudje porabimo ogromno energije za stvari, ki jih sploh ne moremo spremeniti. Pogosto smo edino, kar lahko spremenimo, mi sami. In če se poču-

timo potolčene, brez moči in dobrih idej, je lahko velike odločitve najbolje odložiti na kasnejši čas. Dajmo času čas in osredotočimo se na eno stvar naenkrat, na en dan naenkrat.

- Odločimo se, kaj želimo biti, kaj želimo imeti in kako naj je. Prav je, da imamo svoje sanje in jih dosegamo. Razmišljajmo konstruktivno in vztrajamo pri sliki naše lepe prihodnosti.
- Zavedajmo se, da je noč najtemnejša tik, preden se zdani. In čisto v redu je, če prosimo za pomoč druge ljudi. Ko pridejo težki časi, so ljudje velikokrat presenečeni, koliko dobrih ljudi je na svetu. Tudi takšnih, od katerih tega ne bi pričakovali.

Življenje nam ponuja veliko vsega, prijetnega, neprijetnega in tistega vmes. In nimamo druge izbire, kot da skušamo čim boljše živeti v tem hitrem, spreminjajočem se sodobnem svetu. Kako nam bo šlo in kako lahko spremembe izkoristimo sebi v prid, je odvisno od nas. Želim vam, da ste pravi mojster prilagajanja spremembam, mojster svojega življenja ali pa da to enostavno postanete.

fact that when the times are the worst, we see everything in a negative light, most people sooner or later start living a new life and are better off than before the change. (Source: R. Macfarlan, 2013)

## Some advice for masters

It is not always easy to live in the time of great changes, particularly if they are happening to us in several areas simultaneously (work, family, finance, etc.). And many among us know that the previous sentence was a euphemism. Actually, we can go through some pretty rough times. However, a lot can be done by following a few guidelines:

- Changes are accompanied by stress, so it is very important that you take good care of yourself. Be physically active, eat healthy, take time to rest, do things that fill you with energy and joy.

- Find support, including emotional support, in your family, with your friends or people you trust. Talk about what is happening to you, think positively and avoid negative people. Keep the hope of better times, think about the things that bring you joy. Time spent with your family during the week, summer holidays, hobbies.
- It will take quite a good deal of judgment for you to decide which matters you wish to resolve and change for the better, and for which it is the best to simply accept them. We waste an enormous amount of energy on things we cannot change. Very often, the only thing that can be changed is ourselves. And if we feel desperate, powerless and lacking good ideas, it might be the best to put off any major decision until later. Let's give it some time, focusing on one thing at a time, on one day at a time.

- Decide on what you wish to be, what you wish to have and how you want the things to be. It is alright to have your dreams and to achieve them. Think constructively and always keep an image of your good future.
- Keep in mind that the night is the darkest just before the dawn. And it is alright to ask other people for help. When the hard times come, people are often surprised to see how many good people there are in the world, including those one you would not expect.

Life offers us lots of everything - pleasant, unpleasant and everything in between. And we have no other choice but to try to make the best living in this fast-paced, changing modern world. It is up to us how we do it and how we can use the changes to our benefit. I wish you to be a true master of adapting to changes, a master of your life, or to simply become one.