Adapting, Succeeding and Thriving in the Workplace

Professional Enrichment Program
UCSD – October 21, 2010
Presenter: Sarita Maybin, Professional Speaker/Author
Are you ready for change?

“It’s not the strongest species that survive, nor the most intelligent, but the most responsive to change.”

- Charles Darwin
Seven Steps for Thriving on Change

>>Respond “yes” or “no” to each statement

✓ I have a “big picture” vision for my life

✓ I view change as an opportunity for growth

✓ I am able to identify both the positive and negative in any situation

✓ I have an understanding of current events and issues

✓ I have a network of friends and colleagues whom I can count on for support

✓ I have a good sense of humor

✓ I have strong communication skills
In times of uncertainty and challenge big picture serves as a “true north”

Use the big picture as a motivator and vision for your staff

Resources for fine tuning your big picture:

Book - **If You Don’t Know Where You’re Going, You’ll Probably End up Somewhere Else** by David Campbell

Book – The **Brand You 50** by Tom Peters

“You’ve got to think about big “things” while you’re doing small things, so that all the small things go in the right direction.” - Alvin Toffler

**The Big Picture**
- Ask: What are the opportunities in the obstacles?
- Research of Dr. Martin Seligman, University of Pennsylvania professor shows optimism can be learned
- Resource for finding out how positive you are: Dr. Seligman’s Website www.AuthenticHappiness.com

Change as a Positive
Anticipate change by following industry trends…read the “writing on the wall”

Active involvement in industry associations provides networking opportunity

Ask Yourself: How do world events and current economic times impact your day-to-day work?

Understanding Current Events
Who's in Your Network?

- Top 5 people we associate with is who we become
- Do you need to upgrade?
- Strategic Networking Resources:
  Book – *Is Your Net Working?* Anne Boe
  Book – *Dig Your Well Before You’re Thirsty* Harvey Mackay

Who’s in Your Network?
- Coping and Connecting thru “inside jokes”
- Counteract negativity thru humor
- Sarita’s Humor Winners

Sense of Humor Helps
 Using “I” and “we” vs. YOU
 Gaining buy-in and cooperation by HOW we communicate…especially in uncertain times
 Favorite Phrases: “Help me Understand”, “I would appreciate,” “I need your help”
3 P’s for Staying Positive
Based on work of Dr. Martin Seligman

- PERSONAL – It’s not about you!
- PERMANENT – “This too Shall Pass”
- PICTURE – How important is the situation in YOUR big picture?
Counteract Negatives with Resiliency Resources

- “Planned Panic” - Margaret Wehrenberg, psychologist and author of **10 Best Ever Anxiety Management Techniques**

- What are your top 5 “resiliency resources?”
- Ask the WIIFM question in tough situations
- Identify pros & cons
- Human Behavior driven by gaining pleasure or avoiding pain
- Resource: Tony Robbins’ CD Set Get the Edge

**W.I.I.F.M. – What’s In It For Me?**
GET A LIFE!

Research shows balance is better!
Five Ways to Rekindle Passion for Your Career

1. Set a goal – meet the challenge
3. Nourish – Revisit “resiliency resources”
4. Attitude of gratitude
5. Serve

Resource – www.payitforward.org
What one idea from this presentation will you use to “adapt, succeed and thrive” at work or home?

ACTION PLAN
Tomorrow is a new day

Finish every day and be done with it. You have done what you could. Some blunders and absurdities no doubt crept in. Forget them as soon as you can. Tomorrow is a new day!

– Ralph Waldo Emerson