


Midwest Association of Student Financial Aid Administrators


The following is a presentation prepared for MASFAA's 2009 Conference in Minneapolis, MN October 18-21, 2009

Dancing With Change


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What Exactly Is Dancing With Change??

Dancing With Change is actually a seminar or workshop that was created a number of years ago.


A three-part article was published in Financial Aid Association newsletters around the country, SASFAA was one of them.



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What You Can Expect Today


Since the Dancing With Change workshop cannot be completed in a matter of two hours, you will be given an appetizer!

This session was created to give you a brief look into the workshop and an idea of the potential results that come from it.

You will also have an opportunity to take part in some mini-workshop exercises to give you a flavor.





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Just like the falling rainbows,
Just like the stars in the sky,
Life should never feel small.

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Observations Over Time



- Change impacts all of us
- Change affects each of us
- The nature of the environment impacts how each of us respond
- Our response to change is like a dance

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One Constant


In my observation there has been one constant – most people *resist* change.


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- ❖ Personal loss (meaning what we might lose with the change)
- ❖ Fear of the unknown
- ❖ Feel the timing is wrong
- ❖ It feels awkward
- ❖ It goes against tradition
- ❖ It doesn't support our beliefs

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**If Most of Us Resist Change
Then What Can We Do About It?**

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Change Our Approach


Begin to identify and understand that our responses to change are tied to psychological and emotional triggers



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What Kinds of Triggers?


- The need to believe we have control
- Fear
- Disagreement with the change
- Wanting things to remain the same
- Feeling like the devil you know is better than the devil you don't know



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How Do We Change Our Approach?

We start with:

- Observing our response to the change and then,
- Owning our response



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Control

We have control over ourselves and our behavior.....that's it.

We can hope to influence, but we cannot claim we have control over any thing or any one else.

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Accepting Responsibility

Before we can begin learning to Dance with Change, we must acknowledge that our responses, and our decision to change our approach, are within our control.

Acknowledging that our reaction (and subsequent behavior) to change is solely our responsibility and under our control, begins the process of changing our approach.

It is the first dance lesson!


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Observation

The most critical piece in the first dance lesson is observation.


When we talked about changing our approach when we respond to change, there were two elements: observing our response to change was the first. Owning our response is the second piece.


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Taking Ownership


- Acknowledge we control our responses
- Determine whether we want to change our approach
- Commit to the change



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Congratulations!


You Have Just Finished Your Introductory Dance Lesson



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Enjoying the Dance

We will review, very briefly, a summarized outline of the Dancing with Change workshop.


You will begin to enjoy the dance even as you start moving through the content we've discussed today.

And the dance only gets better!



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Dance Lessons

Lesson one: response observation and acknowledgment



Lesson two: thought and emotion observation and identification of the trigger event

Lesson three: identification of underlying beliefs and resulting emotional triggers



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Experienced Dancers

- viewing change as an opportunity for personal growth
- comfort zones and control
- models for identifying and overcoming resistance
- moving with rather than reacting to change
- dancing with our teams
- dancing throughout the organization

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**Questions and
Final Discussion**

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