

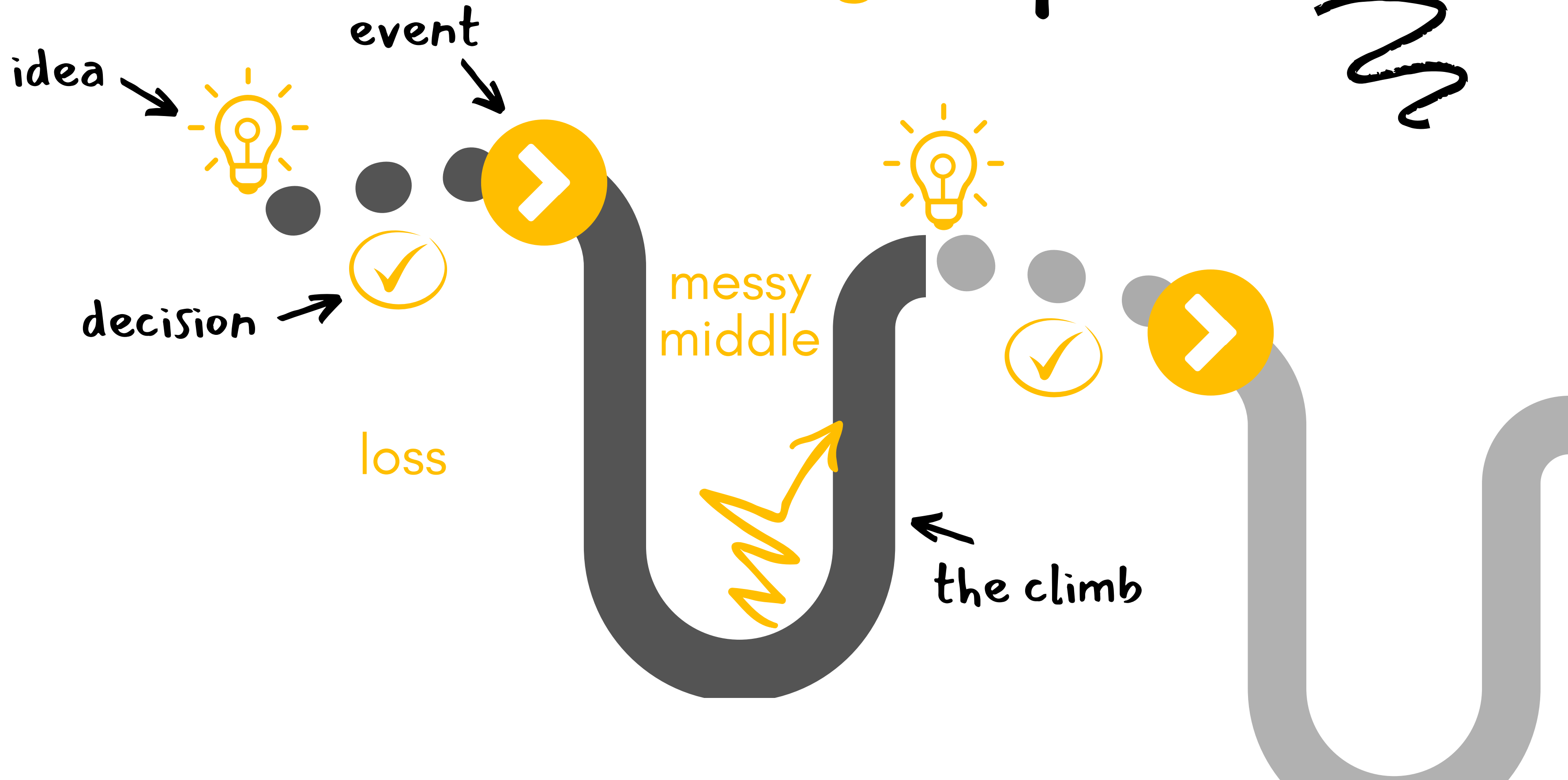
# CHANGE

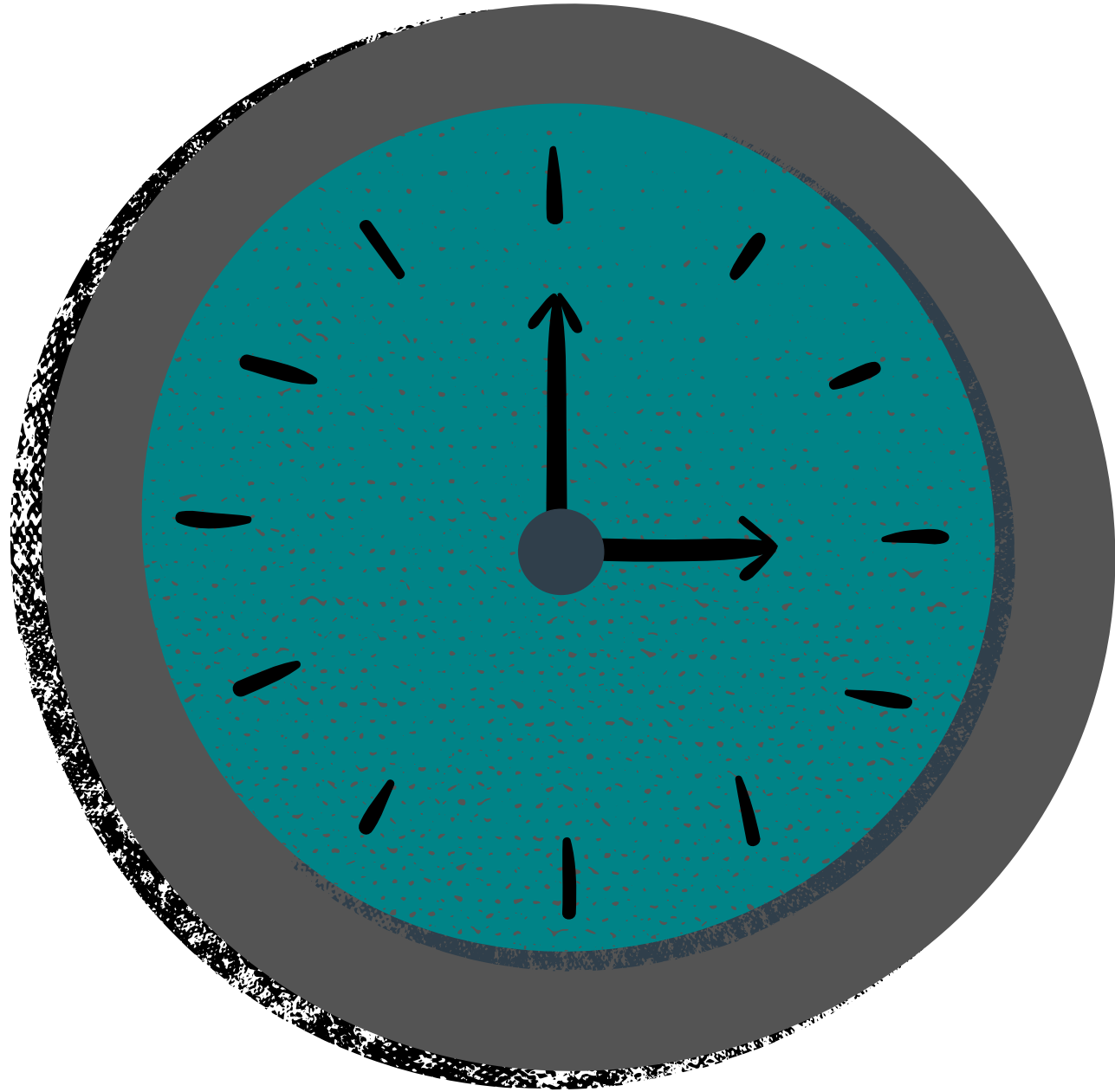
# BLOWS

Leading through the mess



# the change experience





# Breakout:

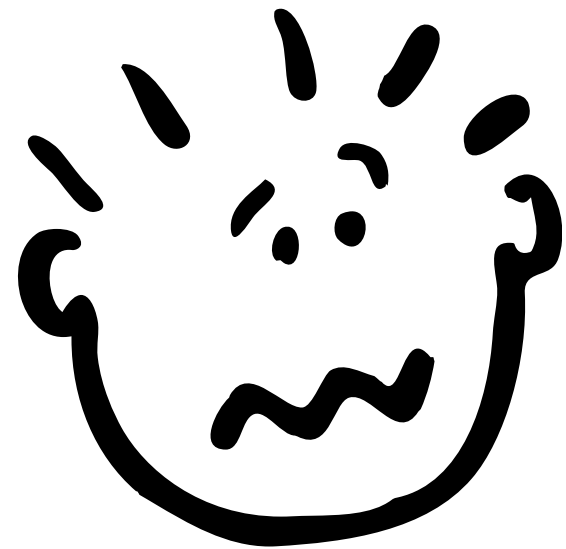
*That's a lot.*

Let's talk it over!

- What resonates?
- What doesn't?
- What's your biggest takeaway?

# Emotions of **CHANGE**

The change process triggers many emotions, but these three are the most predictable.



**Anxiety:** Driven by uncertainty

**Disappointment:**  
Driven by unmet expectations

**Anger:** Driven by a need for justice

All of these emotions take energy.

*(Which may explain why I don't have any!)*


# People are happiest...



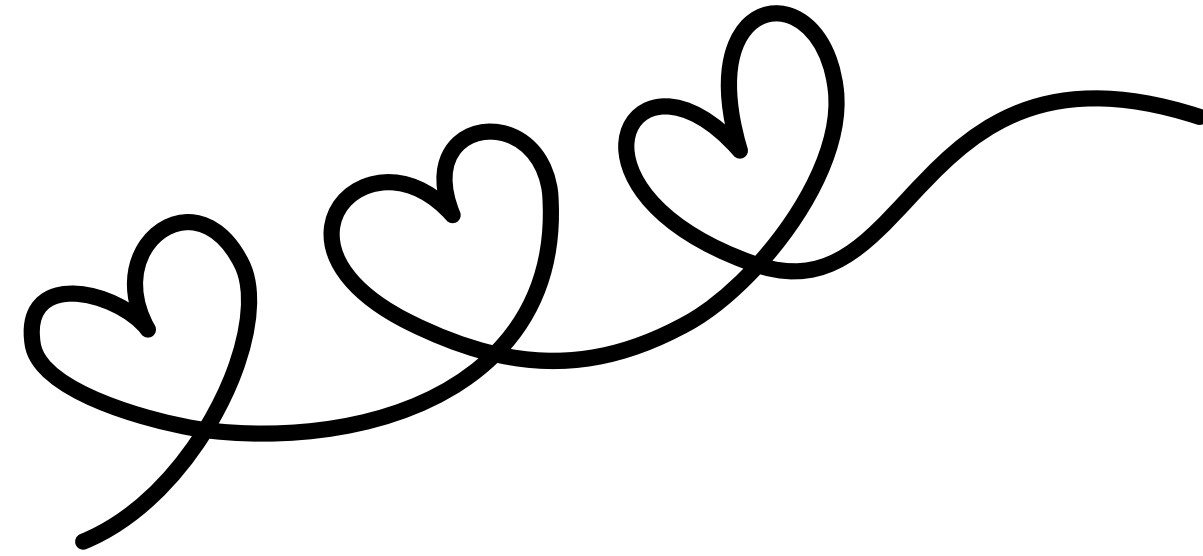
When the emotions they express match what they feel

# TIPS FOR LEADING MYSELF & OTHERS



- Give permission for "humanness" - Feel your feelings
  - Get clear - short term focus reduces overwhelm
  - Use your strengths - action breaks anxiety
  - Drop the unhealthy timelines - remain optimistic about the future (whenever it may come)
  - Cut out negativity and other energy wasters (i.e. people, social media, news)
- 





# THANK YOU!

## WANT MORE?

**Please reach out if you have a need for:**

- Speaking
- Change and Leadership Skill Development
- Coaching

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