

“Panta Rhei”

Personal development in times of change

Looking for support is not a sign of weakness but rather a sign of resilience and a powerful way to make the change happen!

Adaptation

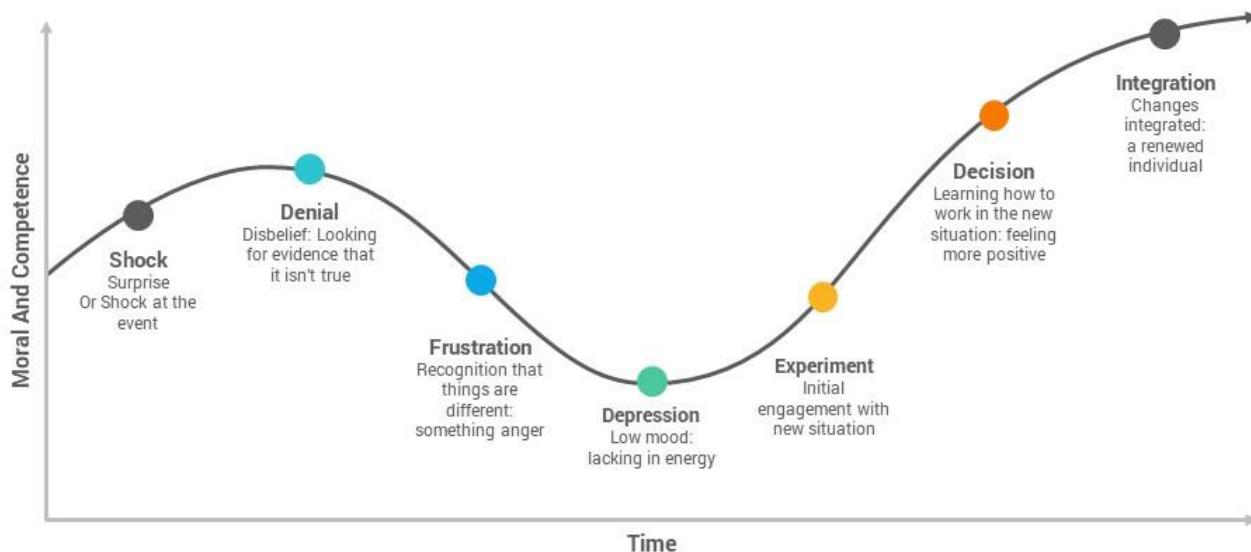
Living in confinement has brought a new life dimension and a different rhythm, which took a while to get used to. It is important not to underestimate the potential impact of the changes we are subjected to. These changes can be challenging and bring about feelings of uncertainty, which can impact the sense of purpose, loss of identity, the ability to concentrate, self-motivate, manage your own emotions and the ability to see the light at the end of the tunnel.

During serious setbacks and traumatic events, some people can adapt to the situation and sometimes even grow because of their adaptations. The way in which people react to events such as a pandemic is partly determined by the level of self-care and the support they receive; before, during and after the event.

The response curve below shows the different stages of emotional response to change. Those who follow the curve naturally will overcome the fear of loss, which characterises the first stages, to move on with acceptance and curiosity about the potential gains. For many though, the period of “drama”, after the surprise of an unexpected change, can last longer. Or they adapt to the first change but don’t anticipate the subsequent changes that will undoubtedly follow. Luckily there are ways to help you get through the different stages of change successfully. Afterwards you might get recharged and full of innovative ideas, even if you feel this might not come to you naturally.

Kübler-Ross Change Model Curve Template

Emotional Response to Change



Situation

In each situation of significant change we want to get back to how things were before. However, if you embrace the concept of '**Panta Rhei**', which means 'everything flows', introduced by Heraclitus, a Greek philosopher of the late 6th century BC, you will know that there is no way back to the past. Heraclitus said "no man ever steps in the same river twice, for it's not the same river and he's not the same man."

Going back is like trying to swim against the stream. Accepting the loss and looking for ways to move forward gives us the opportunity to find new solutions and resources within us.

Opportunities

If you have managed to easily slide into the new way of living in confinement, it is important not to underestimate the potential impact of maintaining this situation for a longer period of time, or the impact of returning to MUAC premises.

We need to be aware that we are not coming back to the past. We are moving towards a new future; a new way of living life together, and inevitably a new way of working together. Like every big change, the transition to a new future could also be an opportunity to conceive new ways to approach our work, maybe even more pleasantly and efficiently.

We can implement any transition by letting it influence us and then deal with the consequences afterwards. Alternatively, we could prepare for the transition with the right support in place and proactively and consciously create plan of action. The difference between the two approaches

is that in the latter situation, with the right tools, you can take control of the situation and your preferred way of working, much like a surfer who catches a wave and makes it work for him.

Resilience is also about being aware of the upcoming changes and using the right techniques to face changes consciously.

Marinella Leone

Box 1: Welfare

If you feel anxious about or overwhelmed by this transition, do not hesitate to talk to your line manager about it or to contact the Welfare Officer ([Marije Van Ogtrop](#), ext. 1489).

Box 2: Coaches

If you would like to act more proactively in dealing with the change, our internal and/or external coaches (contact [Marinella Leone](#), [Ellen Beckers](#), [Dimitri Dumont](#), [Anne Damoiseaux](#)) can help you prepare and support you in outlining the best approach for you to set up your new routine more efficiently. Our coaches have developed a solid work experience and they can partner with you to find the opportunities that are more suitable for you and your team.

Box 3: Coaching reservations

Check the [Sharepoint page](#).

Box 4: Coaching brochure

<https://sharepoint.portal.muac.corp.eurocontrol.int/Change/HumanFactors/Training/PERM/brochure%20coaching%20PERM.pdf>