

HEALTH **AND** WELLNESS SUMMIT



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HEALTH **AND** WELLNESS SUMMIT

CALM



CENTER

Contemplative Arts, Learning and Meditation

www.colorado.edu/health/calm

FLOURISHING THROUGH CHANGE

REBECCA REYNOLDS

CEO, RRC Inc.

Author, *Thresholds of Change:
The Way through
Transformational Times*



The Change – Wellness Connection

*"Life is a series of natural and spontaneous changes.
Don't resist them; that only creates sorrow."*

— Interpretation of the Tao te Ching, Vernon Howard

A World of Change

- Pace
- Ubiquity
- Scale



Scale of Change

Globe

Country

Community

Org

Job

++

+1

YOU

Ways We Thwart Change

Our THINKING

- Second-guessing, Doubting
- “Figuring it out”
- Catastrophizing

Our EMOTIONS

- Fear, Dread, Panic
- Anger, Defensiveness
- Denial, Numbing

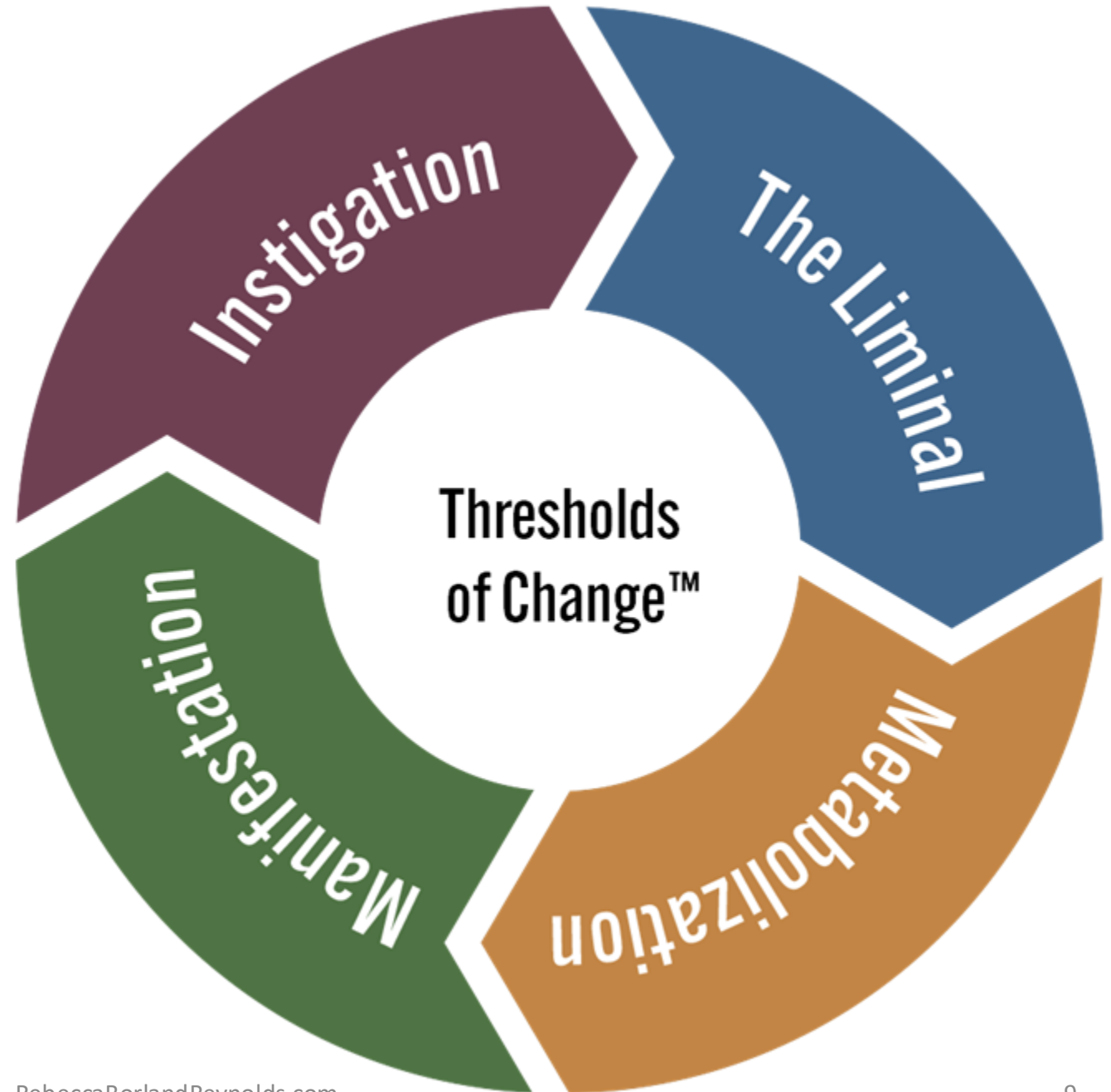
The Change Process

Climate as Metaphor

- Climate moves through a process that we know as the seasons.
- Imagine if we didn't know them: it would be challenging to prepare for and communicate about the cycle of weather.
- Change too is a process, but without a shared understanding of it, the cycle of change is much harder than it needs to be.



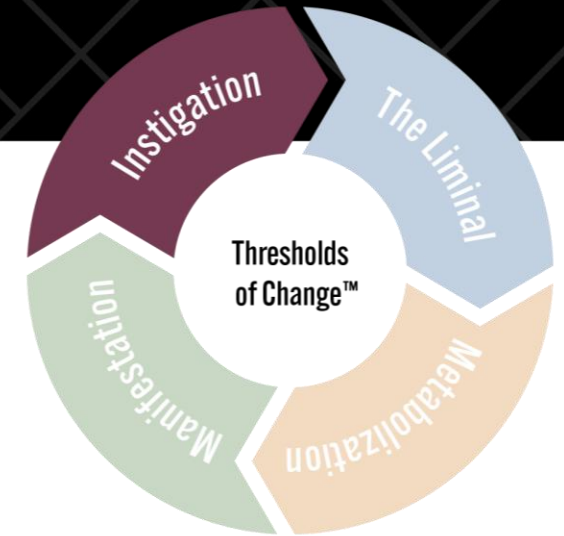
A Model of the Change Process



Thresholds of Change™ Model: Uses and Benefits

1. Locate where you are in the change process to **gain perspective**
2. Know each Threshold's purpose so you can **align with it**
3. Recognize related emotional reactions to **maintain equilibrium**
4. Identify when you cross a Threshold to **adjust faster**

ALL of this makes change EASIER and MORE REWARDING



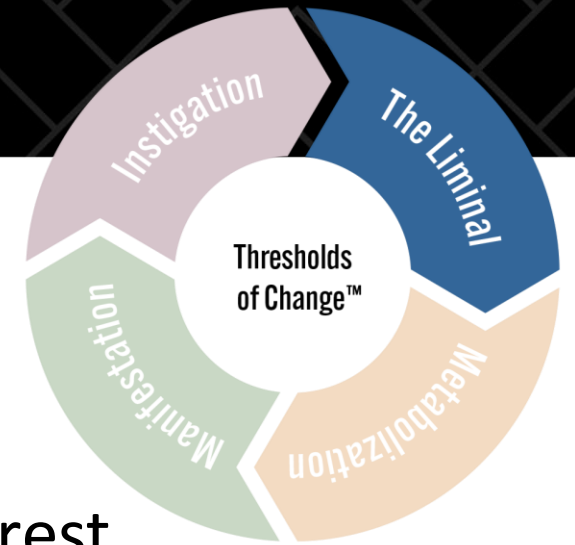
Threshold I: INSTIGATION

Purpose: Build momentum for the change; readiness.

Indicators: Destabilizing events (what worked before doesn't), loss.

Common Emotions: Fear, frustration, anger, feeling stuck or busy, cynicism, or a burning desire that will not wait, relief, anticipation.

How to Align: Notice. Where is destabilization occurring—what is starting to change? At what scale? Cultivate curiosity (antidote to resistance). *Prepare to cross over into the Liminal.*



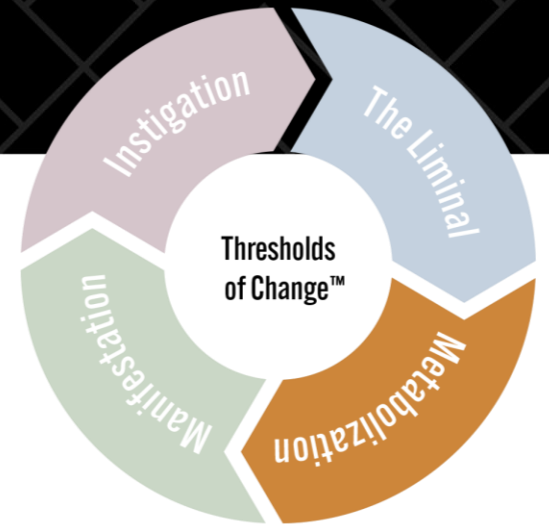
Threshold II: THE LIMINAL

Purpose: Incubate the change.

Indicators: Form ending (job, relationship, etc.), disinterest in worldly activities, cessation of busyness.

Common Emotions: Sadness, grief, despair, disinterest, or serenity, acceptance, calm. A desire to do nothing, to go within.

How to Align: Surrender. Cease action on what is changing. Meditate, go on retreat, be in nature, sleep, make art. Address self-judgment. Cultivate patience. Practice gratitude as antidote to self-pity. *Wait for the shift in energy that signals Metabolization coming.*



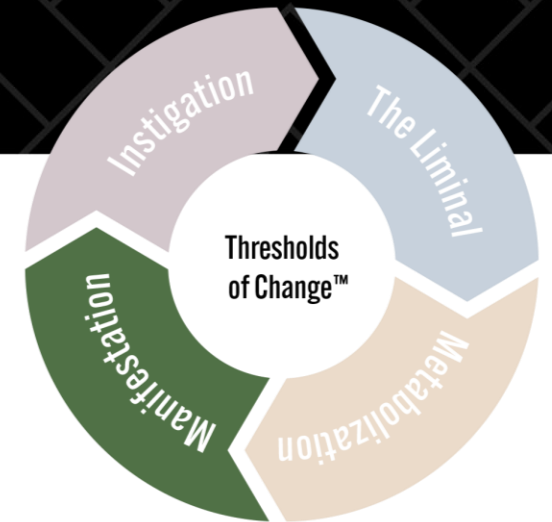
Threshold III: METABOLIZATION

Purpose: Acclimatize to the change (integrate).

Indicators: New capabilities and opportunities emerge, synchronicities, chance encounters, people return from the past.

Common Emotions: Energy returning, curiosity, giddiness, playfulness, excitement, can also be overwhelm and uncertainty.

How to Align: Explore. Watch for and encourage new behaviors. Try things, start pilots, talk to people, research new ideas. Remember you're learning. Resist the urge to rush into anything. *Feel for when the form is right, indicating the Manifestation threshold.*



Threshold IV: MANIFESTATION

Purpose: BE the change.

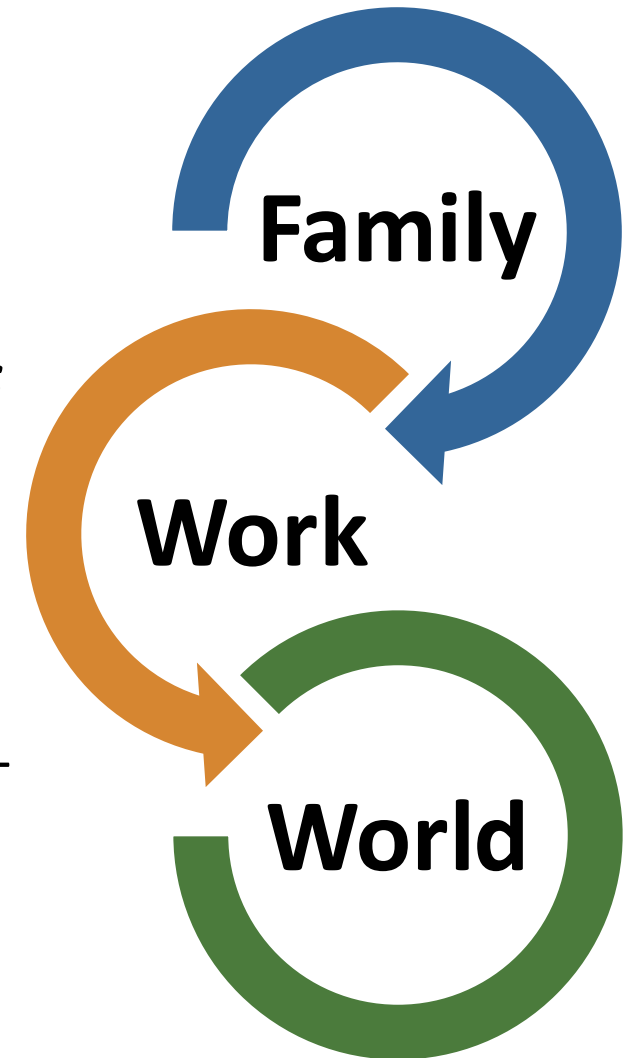
Indicators: Return to the world. Pace of life quickens. Recognition, including awards, honors, promotions, funding/money.

Common Emotions: Boundless energy; euphoria, completeness, ease, also can be egoism, pride.

How to Align: Celebrate. Rest from change. Enjoy high productivity in the world. Beware becoming attached to positions and recognition. Cultivate generosity and give back (antidote to ego). *Watch for signs of Instigation coming again.*

Concurrent Change

- We're always changing.
- ***Different areas of our lives are in different stages of the change process.***
- Understanding this helps us use one area to support another:
 - Our experience of the Manifestation stage in our work-life can enable us to move more easily through the Liminal in a family transition (and vice-versa).



Applying Thresholds of Change



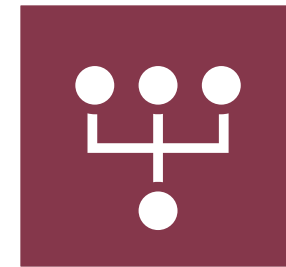
Identify the changing area first; then the threshold and stage it is in.



Assess the scale of the change; larger scale changes take more time to move through the process.



Recognize that emotions bring needed energy and act as warnings; this helps them resolve naturally.



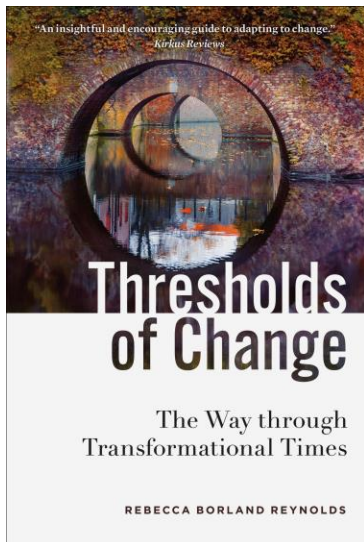
Align with the threshold to gain its benefit and move through the change process with greater ease.



The better we are at change
the more we flourish.

Get Support in Change

- One-on-one
- Your team
- Your organization



WIN A FREE BOOK & CONSULT!

Register for a chance to win a copy of *Thresholds of Change* and a complimentary consult with change expert, Rebecca Reynolds.



Offer ends November 30th – winners will be notified by email.



Rebecca Reynolds
Author & CEO of RRC Inc

Signup with code: **HWSUMMIT**

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Resources

CU System:

CU Advantage - Employee Perks (system wide)

advantage.cu.edu

CU Employee Services

www.cu.edu/employee-services

CU Boulder:

CU Boulder Health & Wellness Services

colorado.edu/health

CU Boulder Employee Wellness

colorado.edu/health/WorkWell

CU Boulder Office of Institutional Equity and Compliance (OIEC)

colorado.edu/oiec

CU Boulder Benefits, Perks, and Resources

colorado.edu/hr/faculty-and-staff-perks

UCCS:

UCCS Gallogly Recreation & Wellness Center

recwellness.uccs.edu

UCCS HealthCircle Clinics

healthcircle.uccs.edu

UCCS Lyda Hill Institute for Human Resilience

resilience.uccs.edu

UCCS Office of Institutional Equity

equity.uccs.edu

CU Denver:

CU Denver Wellness & Recreation

ucdenver.edu/wellness

CU Denver Counseling Center

ucdenver.edu/counseling-center

CU Denver & Anschutz Office of Equity

ucdenver.edu/offices/equity

CU Denver HR

ucdenver.edu/offices/human-resources/current-faculty-staff

Anschutz:

Anschutz Health & Wellness Center

medschool.cuanschutz.edu/health-and-wellness

Anschutz Student Health & Wellness

www.cuanschutz.edu/student/health-wellness

CU Denver & Anschutz Office of Equity

ucdenver.edu/offices/equity

Anschutz HR

cuanschutz.edu/offices/human-resources/current-faculty-and-staff

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