




Assignment 3: Managing Change

LaShundra Small

PHI 201


Dr. Christine Barham

May 21, 2021




Reacting to Change

A personal philosophy is a crucial life compass that enables a person to be decisive about what he should do and what he should not do. As a result, they will be able to set better goals and follow them up, thus improving productivity and results. There comes a time in many people's lives when they realize that they need to make essential changes to achieve different and better results. I also went through the same process after noticing that I had been relying so much on my habit that I did not act with intention, which hindered my personal progress. Like everyone else's, my journey has had its highs and lows, and sometimes I was filled with bitterness and frustrations when things did not work out for me, or at least according to my plan. I lost the job I loved and ended up with one I was not passionate about. I developed a habit of drinking as the pressure of accomplishing my goals in life became overwhelming. I felt like drinking helped to drown my worries, not realizing that I was only facing away from the problem instead of dealing with it directly. However, I learned to develop a personal philosophy of change to react effectively to the changes in my life and manage them properly. I understood that it is important not to resist the changes that come my way, but instead, let life live through me. Sometimes unpleasant experiences prepare us for better outcomes.

Although change is inevitable, my first reaction to it, in this case, was with resistance. I wanted everything in my life to remain the same, to be with the same friends, and to stay at the same job. Basically, I was not ready for any change just yet. According to Ivan Teong: the changes in our  external environment influences our internal environment, meaning our preferences, temperament, choices, and others (1). While some people embrace change quickly, others are resistant, and therefore, will always be frustrated when things happen contrary to their expectations. This is how I felt after losing my job but later realized that it was probably for the best. The source cited here

describes how different people react to change and how a change in the external environment directly influences internal change.


Framing Change

Holma and Hyytinen state that it is crucial to understand how the change affected you and how it impacted your agility (2). It can be challenging to lose something you like and adapt to something new that you still do not know, even if it is better than the lost one. It was tough for me having to relocate to a new environment, with new people and a new job that I did not like as much as the previous one. This made it hard to make new friends and just be happy with my new surroundings. 

I needed to embrace the change and learn new things with which it came. The cited article introduces the theories of personal change, which helps understand how to embrace change effectively.

Managing Change

As soon as I realize I was going to stay in the job for the next few years, I realized it was time to adjust and stop holding myself back. According to Becker Howard: Change management can be achieved through sheer will or inspiration from other people (3). My family helped me through the process and helped me realize there are other more essential things in life than just a favorite job.

Also, they seemed to love the place, and that helped me also to adjust quickly. I considered the change an opportunity to abandon my old ways and set on a new path to discover new and better experiences. To achieve this, I planned and organized my life to act with intention by defining what is important to me and what is not. This helped me have a different perspective about change  and learned that with every new experience comes something positive to learn. The author describes how adults can learn to embrace change even after prolonged resistance.

Example 1



Example 2



Sources

1. Ivan Teong. 2015. My Philosophy of Change: Why It Happens & How to Embrace It. Retrieved from <https://www.linkedin.com/pulse/my-philosophy-change-why-happens-how-embrace-ivan-teong#:~:text=My%20philosophy%20of%20change%20refers,how%20it%20will%20be%20like>.
2. Holma Katariina & Heidi Hyytinen. 2015. The philosophy of personal epistemology. *Theory and Research in Education*, 13(3), 334-350.
3. Becker Howard. 2017. Personal change in adult life. In *Sociological Work* (pp. 275-288). Routledge.

