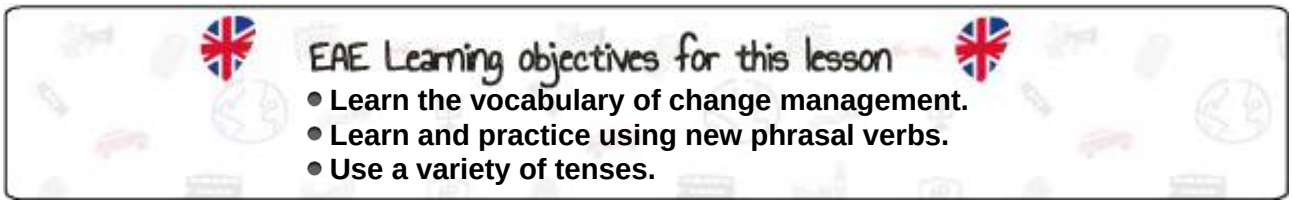
Bring on the change! I'm Ready..



Activity One - Time brings change … Answer the questions using the correct tenses:

1. What is changing in your life today?
2. What has changed in the last year?
3. What changes will you face in your work life in coming months?

Activity Two - **Prepositions CHANGE the meaning of the verb in phrasal verbs.**
Phrasal verbs are an important part of the English language. There are many different ones and they often really change the meaning of a sentence so you need to learn them. When you see one always make a note of it and of the way it is used. Here is a useful list of phrasal verbs for you to look at at home -https://www.englishclub.com/vocabulary/phrasal-verbs-list.htm.
Consider the following examples: try using each one in a sentence. Your teacher will help you if you are not sure or if you make a mistake.

Change around
Bring on change
Bring up the subject of change
Bring about a change
Change over
Think about change
Go over the changes
To face up to change
To hold things up
To try a new system out
Change makes us grow up
To set up a new process
To put together an action plan
To keep on using the old system
To hold everyone back
To go over the new plans
To get used to a change
To give up on the new system

Activity Three - Now, using the **phrasal verbs** from above, fill in the gaps in the paragraph below.

Change is part of life and it's also part of work. From the very start of our lives we have to accept change. In each new situation we get comfortable and then things …… and we have to get out of our comfort zone and …… something new.

However, change is how we learn. If everything stayed the same we would not learn very much or ……..

When people ……the subject of change it's natural to feel some anxiety and to …… what we could lose, or focus on the difficulties. But it's very important to ……the truth and realise that you have to embrace change and enable change in order to improve. For example if your company is trying to …… a new process and you just ……using the old system then you are …….things…… and you are responsible for ……. everyone in your team …….. Once you ……a new system ……. you will find out what you need to do to make it work. Then you can ……an action plan which will enable you to ……a new process It's never going to be easy to ……a new system or a big change at work. It takes time and there are several different phases involved. But if you ……the changes with your team and really organise and plan correctly, using communication as a tool, then you can …… change in a healthy and positive environment and become a stronger organisation which is able to adapt and react to the outside world.

Activity Four - I'm Moving On. Read the text.

To **MOVE ON** - means to move to the next stage. It's a phrasal verb and it's used idiomatically when someone is talking about ACCEPTING CHANGE and MOVING ON TO SOMETHING NEW.

This idea of **TRANSITION** is very important when managing any change.

William Bridges created a model for change management which was published in his 1991 book "Managing Transitions." It is very popular as a reference because instead of focussing on change he concentrates on transition. Transition is more about state of mind and people's way of thinking than change which is something that is imposed on them.

Transition can take a long time. In Bridges model he shows the different phases which people go through. These are:

1. Ending, Losing, and Letting Go.
2. The Neutral Zone.
3. The New Beginning.

Bridges says that people go through each stage at their own speed. For example, people who are comfortable with the change will move on to stage three quickly, and other people will spend longer at stages one or two.

Activity Five - Different stages:

Put the following **phrasal verbs** into one of these three categories:

1. Ending
2. Accepting
3. New Beginning

To let go,to embark on, to move on, to find out, to go forward, to get over, to break away to lose out, to go for it, to hold on, to let go, to set off, to jump into, to get through, to go on.

Activity Six - How do you feel… Answer the questions.

When something changes and we have to move on, we experience a variety of emotions. It's important to recognise this in yourself and others. It helps you to understand what's happening to you. Furthermore, if you are working with other people who are experiencing change, it will also help you to help them if you can recognise the signs of which phase of the transition the are in.

1 *How do you usually feel when you are told that something has to change?*

2 How do you feel when you start making the change?

3 How do you feel while the changes are being made?

4 How do you feel if it takes an effort to make the change?

5 How do you feel when you have got used to the change?

Activity Seven *- Use the phrasal verbs from Activity Five to talk about your experience of change management or of change and transition.*

Activity Eight - - A range of emotions!

IDENTIFY the EMOTIONS represented by the drawings (from IOS Change resources) and say which part of the transition period they are linked to and in what order someone experiencing change would feel these emotions. Start by numbering the drawings according to what they represent from the list below.

1 Denial 2 Anxiety 3 Fear 4 Happiness 5 Guilt

6 Depression 7 Acceptation 8 Disappointment 9 Desire to move on 10 Fear

