

# How Change-Able are YOU?

with

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“think  
learn?  
succeed”

We all have choices when dealing with changes. Your key choice is whether you stay above or below ‘the line’ when faced with change. In other words, whether you are optimistic or pessimistic when change happens. Here’s a picture to help you work out where you tend to sit.



Diagram based on Jim Clemmer, Navigating Change and Adversity

## Survivor

In this diagram, slightly above and below the line is “survivor mode.” A survivor response in a difficult change situation is characterised by attitudes of “fence-sitting” or “whatever will be will be.” It is a situation in which the individual is waiting for something to happen or for someone else to act. Depending on the circumstance, there are times when not acting immediately may be a wise response - for example, when more information is required.

## Navigator

The “navigator mode” at the top of the diagram is well above the line. This response is characterised by attitudes of “making the best of this” or “I’ll find a way through it”. This is a proactive, optimistic response to change and individuals who use this response are actively engaged in seeking solutions. When experiencing change, flexibility and adaptability can be an effective response.

## Victim

The “victim mode” is well below the line and is a reactionary response. A victim response to change is characterised by “this ... always happens to me” – where the individual feels helpless, resentful and that everyone is out to get them. Everyone else is responsible for what is happening and how they are feeling and blame is attributed to external entities like society, government and management.

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