

Brooks Gallagher, former DHG Principal and clinical psychologist, joined Matt Snow's update to the Firm on March 26 to discuss the psychological perspective of change and tips to adjust to our "new normal." This is the first time, in recent history, that every part of our lives has changed at once – work life, personal life, social life – so it is normal to feel stressed and uncertain. Remember that some of us embrace change more quickly than others and it's not a race.

the psychological perspective of change

- Generally, change can lead to stress, which makes sense as the definition of stress is "one's physical & psychological response to change."
- Change is about two things: loss and opportunity.

1 The **LOSS** of familiarity - what we know and what we've done in the past.

2 The **OPPORTUNITY** to pivot to the "new normal" by embracing different ways of doing and thinking.

the psychological phases of change

There are seven emotional phases you experience during change. Think of these phases as a continuum, not a straight line. One day you may feel opportunistic and the next you may feel angry, and that's okay.



8 tips to help you navigate change

- 1 Regular Exercise:** This may be the most important tip. Aerobic activity is the body's natural way of reducing the physiology of stress.
- 2 Self-Awareness & Self-Regulation:** Be aware of your feelings and stress levels to learn how to best manage them.
- 3 Centering & Calming Techniques:** Focusing on what you can control can help you be mindful and present. Take time to meditate and check out DHG's [CEO Blog Post](#) for more ways to stay focused.
- 4 Manage Perfectionism:** We all strive to do the best we can, but it is important to manage perfectionism and delegate, when needed. Practice grace, for yourself and others, during this time.
- 5 Limit Your Alcohol:** Alcohol can also lead to disrupted sleep patterns and increased anxiety.
- 6 Prioritize Relationships:** This is the time to reach out to friends, family and coworkers to stay connected. Ask how they are doing and practice empathy to help others adjust during this time of change.
- 7 Unplug:** Limit your media exposure. The 24/7 news cycle can spur a negative mindset. Visit trusted sites, including the [CDC](#) and [WHO](#).
- 8 Create Structure:** Work with your family and coworkers to create a new schedule and structure to define the "new normal."