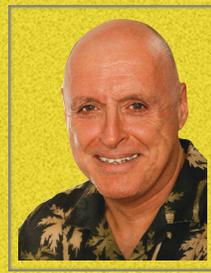


# THE EXTRA POINT

BY JERRY ROBERTS



## # 81 Why Change is Your Friend

Most people hate change. We like our comfort zones. They feel good and we like to curl up and hide inside of them. I'm Jerry Roberts and today we discover why change is our friend. I'm serious. That's next, on The Extra Point.

Why do most of us hate change? Let us count the ways, at least a few of the more common ones.

1. Loss of control. We know what we know and have a feeling how to deal with things. We like being in control. It helps us cope.

2. Uncertainty. So much in business and life is riddled with question marks. Uncertainty can paralyze us. We don't want to move away from the familiar things we understand, for the unfamiliar.

3. Worries that we can't keep up. Change adds a fear in many people over whether we'll be able to handle the changes, if our level of competence is high enough or will we struggle. If we struggle, will our job be secure?

4. Is my workload going to substantially increase? We like familiar patterns and that includes how much work and effort we're used to putting out to deliver on our job. Is that going to change? Will I have to bring work home every night?

So how is any of this our friend?

We're pushed out of our comfort zone. This is the only time we can grow. Life in the comfort zone is easy but it's same ol', same ol', and the reality is that you're either moving forward or falling behind.

Change brings new experiences. Our eyes are opened to new ways and new opportunities.

Think of all the things in your life that were once new and a bit uncertain, yet you adapted and now those are the standard you accept.

Change gets past the ordinary and the routine, making things more interesting.

Change is a way to measure ourselves. It helps us establish benchmarks and limitations. When we understand where those limits are we can arrange for training that will help us exceed them.

Exposing ourselves to change teaches us to be flexible and adaptable. Flexibility and adaptability are valuable powers to have. Think about it, if you can handle pretty much anything that gets thrown at you, your level of performance will soar. You'll be seen as a highly reliable asset to the organization, one who can be counted on when things get tough.

When you're not stressed, work is more fun. Life is more fun. Change, when approached correctly, can get you there.

And if you're a manager, remember that your job is to lead your team to change, and through change. Give each person help and encouragement along the way, until fear and doubt is replaced with confidence.

That's The Extra Point. Get out there and make something good happen today. For 93.3, I'm Jerry Roberts.

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