

Progressing Through Adversity

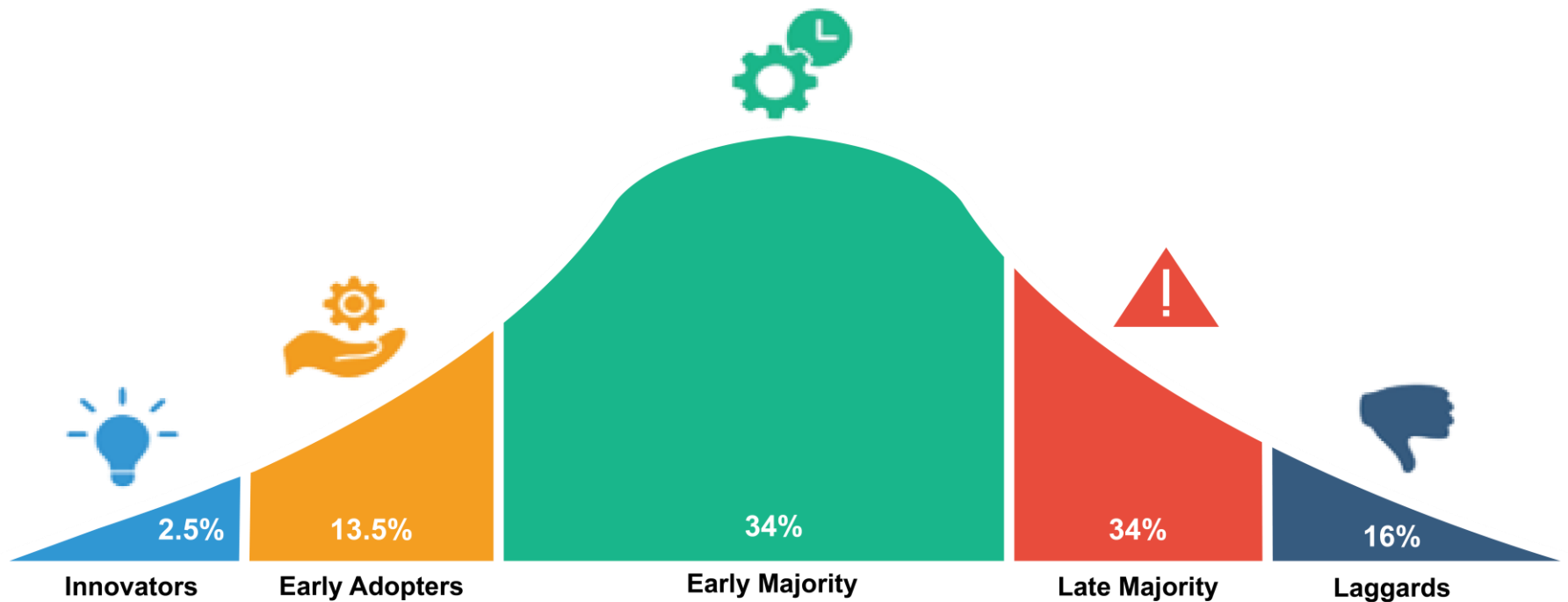
**Strategies to help make sense of significant change
and how to stay connected as a team.**



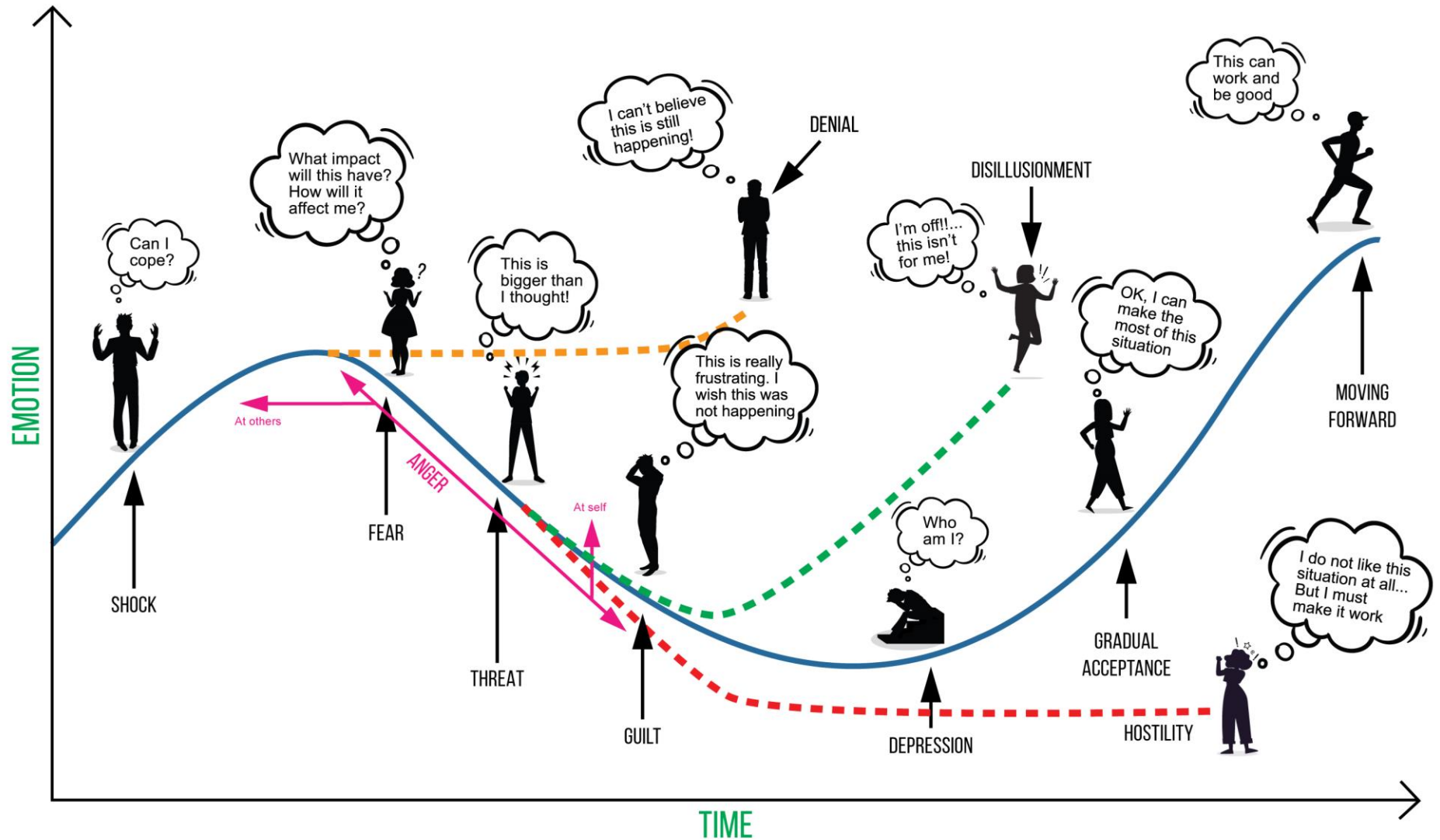
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ADAPTING TO CHANGE

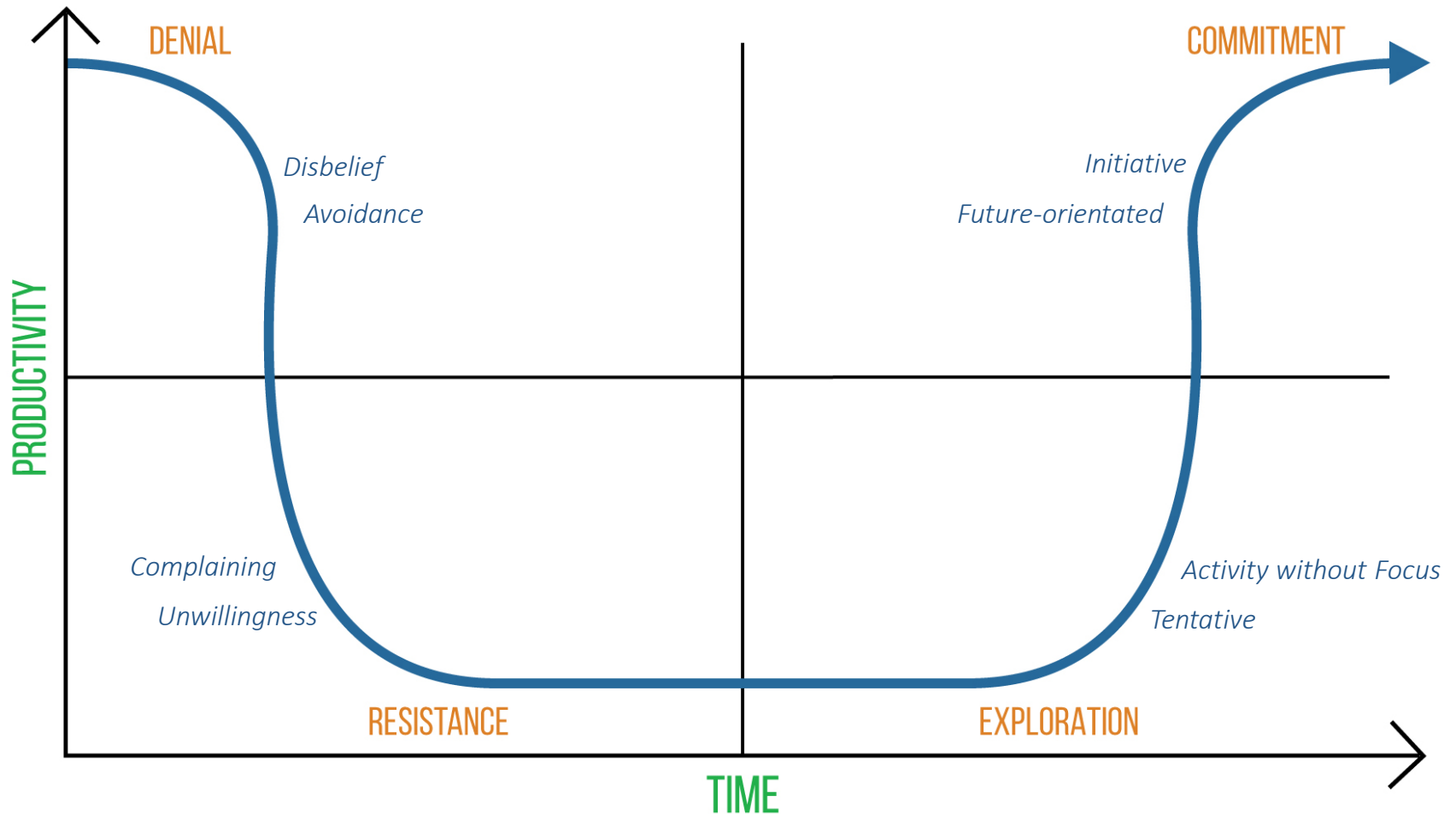


THE EMOTIONS OF CHANGE



ADAPTED FROM JOHN FISHER'S TRANSITION CURVE

STAGES OF CHANGE



ADOPTED FROM KUBLER-ROSS



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Denial



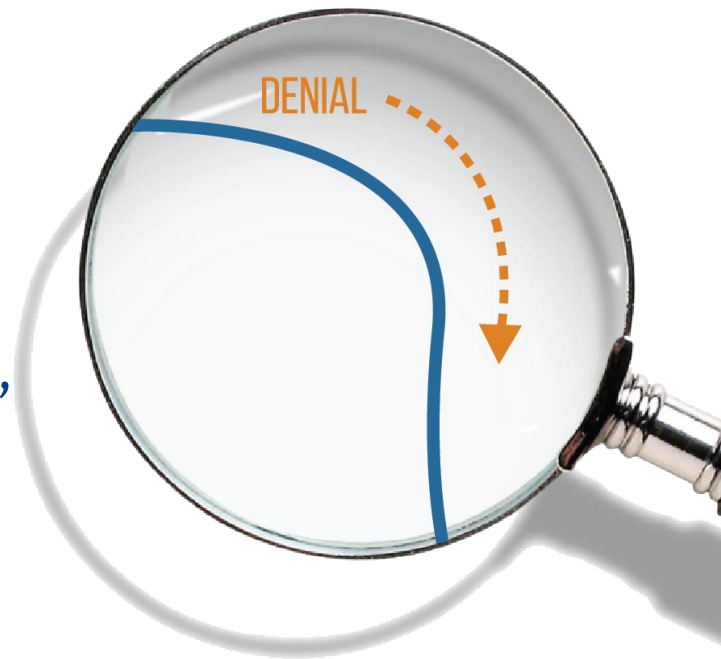
Key Indicators

- Indifference
- Disbelief
- Avoidance
- Withdrawal



You Hear...

- Silence
- “It will never happen”
- “It won’t affect me”
- “All we need to do is...”



Resistance



Key Indicators

- Anger
- Hostility
- Complaining
- Glorifying Past
- Scepticism
- Unwillingness to Participate



You Hear...

- “It won’t work”
- “It use to be...”
- “The data is flawed”



Exploration



Key Indicators

- Energy
- Risk-taking
- Tentativeness
- Impatience
- Activity without focus



You Hear...

- Enthusiasm
- Optimism
- “I’ve got an idea”
- “What if...”
- “Let’s try...”



Commitment



Key Indicators

- Cooperation
- Future-orientation
- Initiative
- Self Efficacy
- Confidence

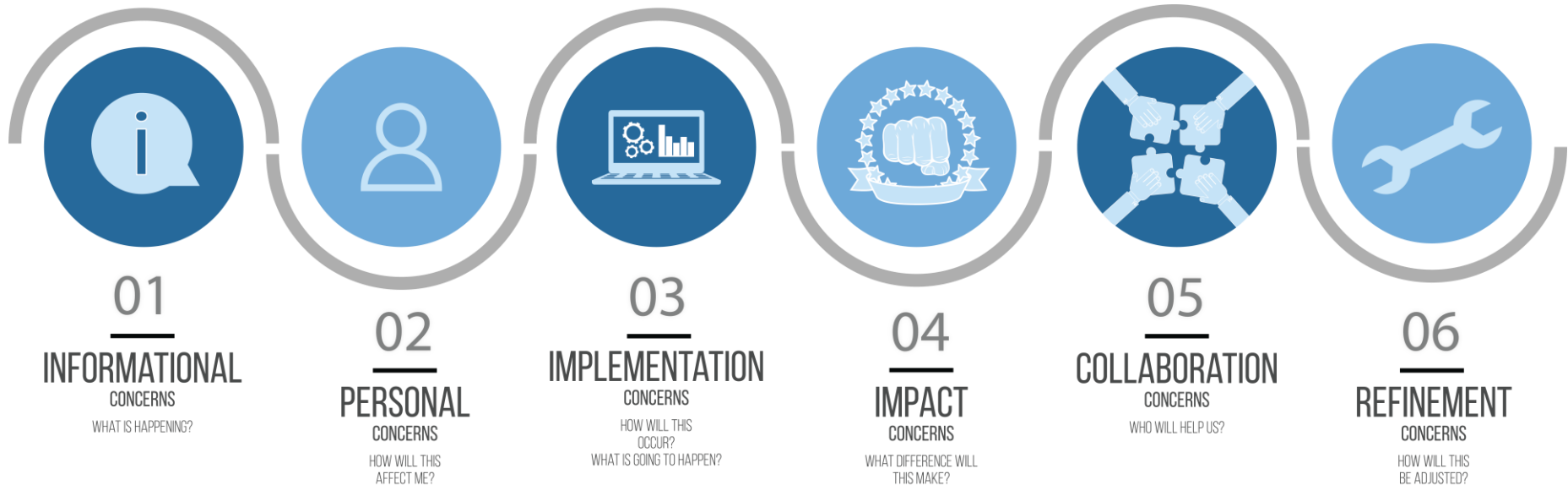


You Hear...

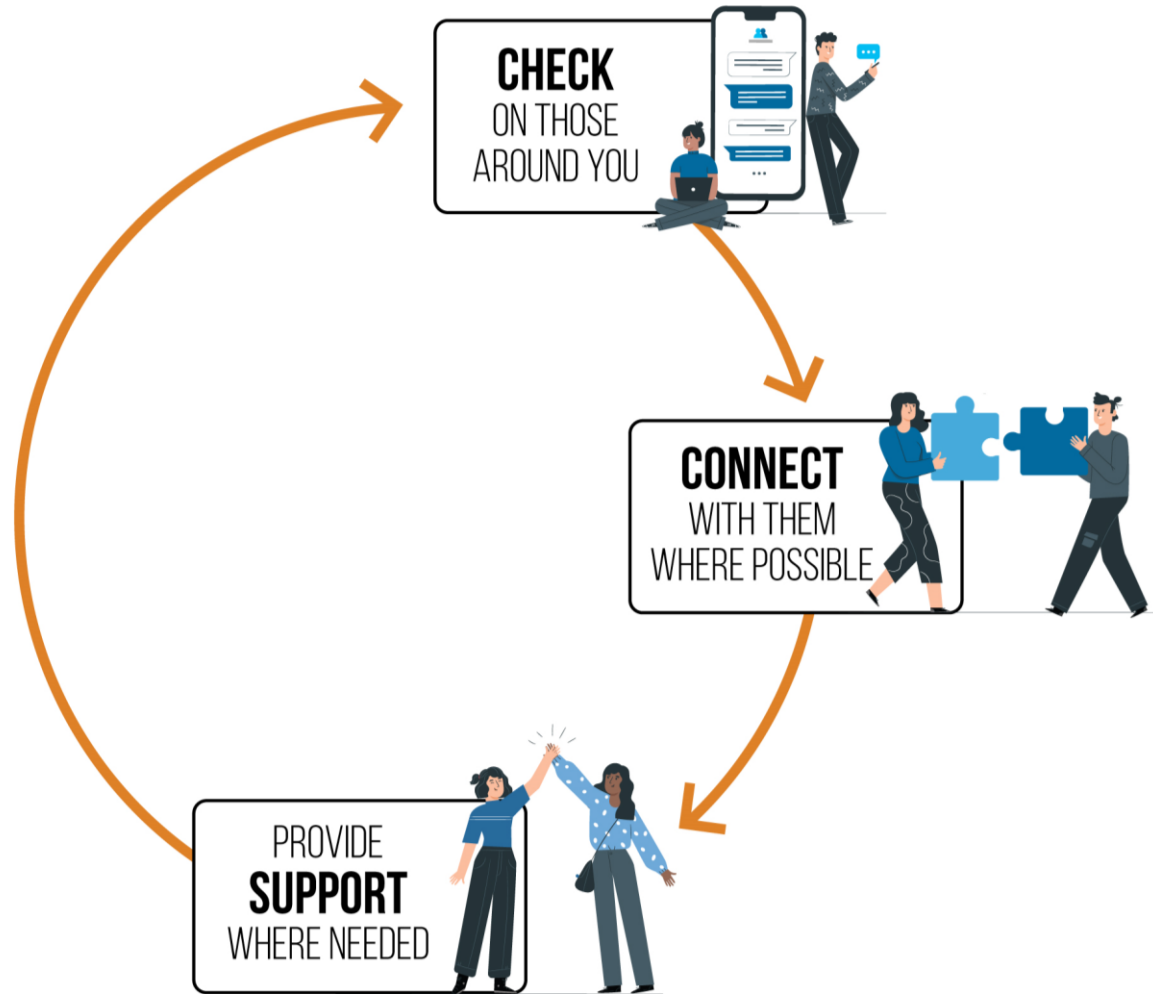
- “How can I contribute?”
- “Let’s get on with it”
- “We can do it even better”



The Six Concerns of Change



CCS: Leading Through Change



Dealing with Change as Coaches

- Before we as leaders can lead others in change, we must be able to understand and lead ourselves...
- Revisit your DISC Profile and identify how your style manages and deals with change.
- Identify team members and their unique approach to change.
- Develop a strategy to help a team member deal more productively with change.

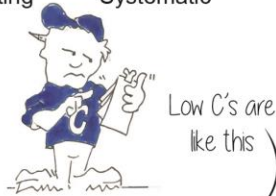


Athlete Assessments' DISC Profiling measures four areas of behavior: **Dominance, Influence, Steadiness, Conscientiousness**.
DISC Profiling focuses on behavior and is measured on a scale. Everyone has their own unique level of each behavioral style.

Conscientious

This is the degree to which you follow rules, systems and processes.

High C Accurate
Conservative
Exactng
Fact-finder
Precise
Systematic



Low C's are like this

Low C Arbitrary
Defiant
Fearless
Obstinate
Rebellious
Sarcastic

- Slower/Systematic
- Task & Process
- Accuracy
Precision
- Criticism of their performance
- Following the rules
Logistics & planning
Creating systems
- Withdrawn & stubborn
- Perfectionistic
Critical
Unresponsive

GUARDED, TASK/GOAL FOCUSED



OPEN, PEOPLE/RELATIONSHIP FOCUSED

Dominance

This is how directly you approach issues and problems.

High D Decisive
Domineering
Egocentric
Argumentative
Daring
Demanding



Low D's are like this

Low D Contemplative
Modest
Restrained
Agreeing
Cautious
Conservative

- Fast/Decisive
- Goal
- Results
Control
- Not having control
Completely trusting others
- Challenges
Takes control
Driving high standards
- Dictatorial & critical
- Impatient
Insensitive to others
Poor listener

DIRECT, FASTER PACED

Steadiness

This is how your 'Pace' manifests in behavior.

High S Calming
Loyal
Patient
Peaceful
Serene
Team-orientated



Low S's are like this

Low S Spontaneous
Change-oriented
Fault-finding
Impatient
Restless
Active

- Slower/Relaxed
- Relationships
- Acceptance
Security
- Sudden changes
Instability
- Listening
Teamwork
Supporting others
- Passive & indecisive
- Oversensitive
Slow to begin
Low proactivity

- Fast/Spontaneous
- People & Interaction
- Participation
Praise & encouragement
- Loss of social recognition
- Persuading
Motivating & high energy
Entertaining
- Sarcastic & superficial
- Inattentive to detail
Short attention span
Low follow-through

Influence

This is the extroversion and introversion scale.

High I Emotional
Enthusiastic
Gregarious
Impulsive
Optimistic
Persuasive

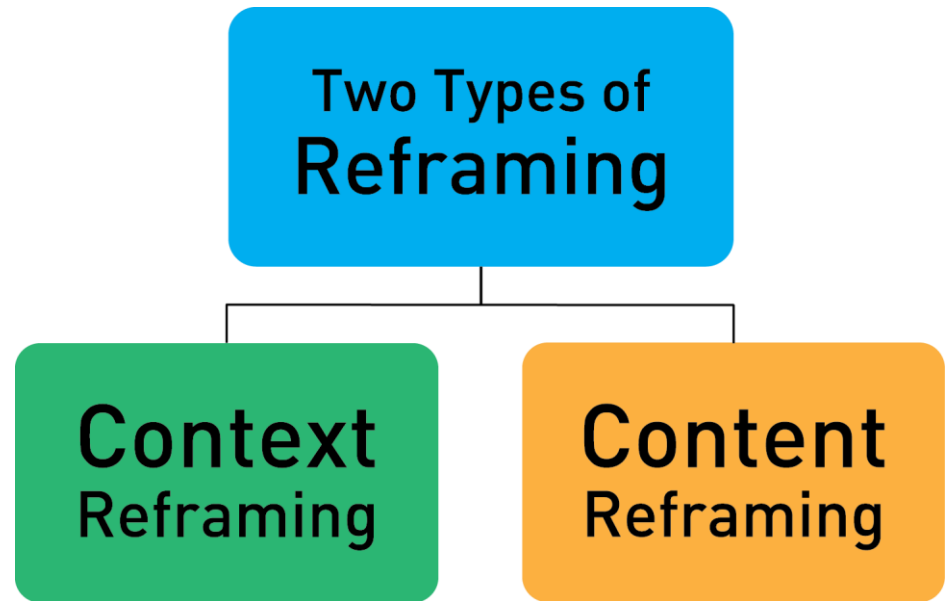


Low I's are like this

Low I Intropective
Pessimistic
Quiet
Reflective
Reticent
Suspicious

Reframing

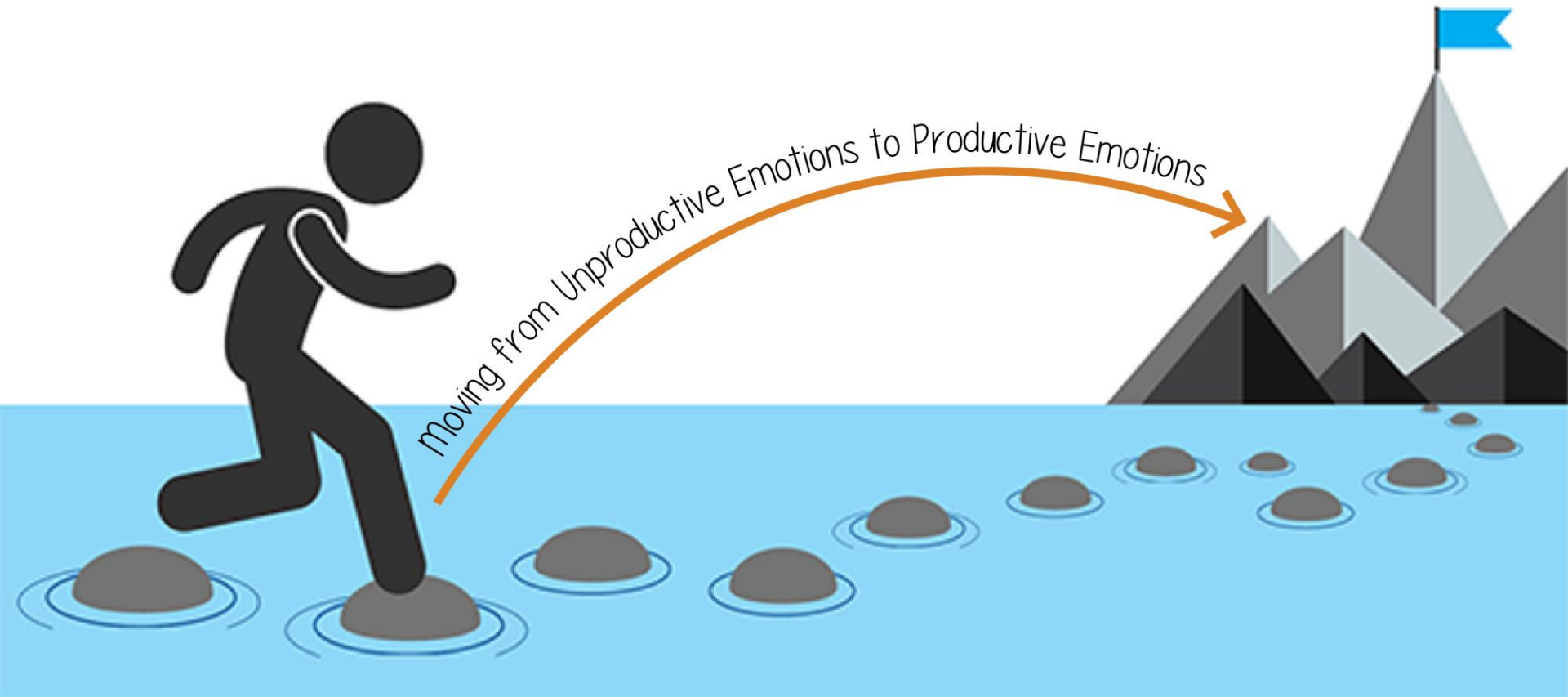
Reframing
means
considering an
issue from many
different aspects.



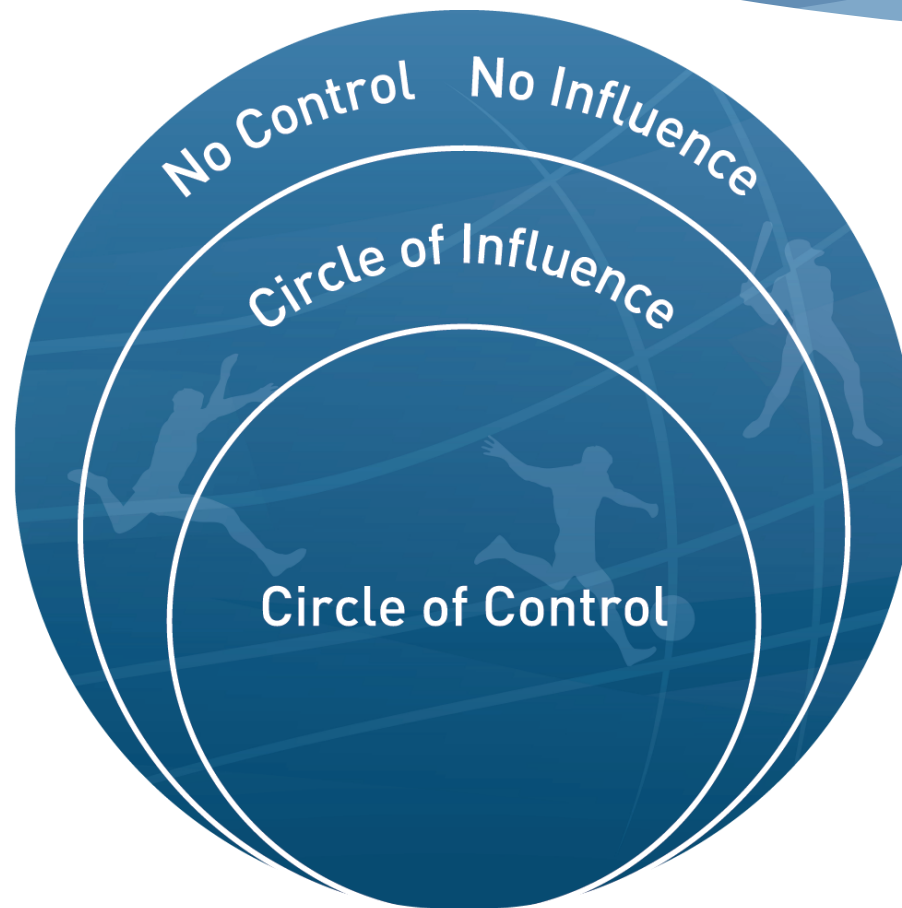
“The real magic of discovery lies not in seeking new landscapes, but in having new eyes.”

Marcel Proust

EMOTIONAL STEPPING STONES



Managing Control and Influence





For more information...

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