Career
Coaching • Training

ADAPT TO CHANGE AND BUILD RESILIENCE COURSE OUTLINE	
COURSE CONCEPT	Life brings change. As the adage goes: *'The only consistent thing in life is change. We cannot avoid it, some of us fight it, and a few struggle to accept it.'* Change is inevitable. It always happens, whether we are ready for it or not. It can be natural and voluntary or imposed upon us, such as through a serious illness, a life-altering accident, a relationship breakup, losing our jobs, and the death of our loved ones. Becoming more resilient helps us get through difficult circumstances, allowing us to grow and improve our lives. Change and adversity affect people differently. How we adapt and bounce back determines our resilience. Some people may feel threatened by change and respond with fear to avoid the change. Others see change as a challenge and creatively look for ways to turn that change into an opportunity. The way we *respond to* change is our choice. Being resilient does not mean that we will not experience difficulty or distress. The road to resilience is likely to involve considerable emotional distress. Change can afford us the opportunity and challenge to review our lives and create new scenarios and relationships. It can involve profound personal growth. Increasing resilience takes time and intention. Resilience involves behaviours, thoughts, and actions we can learn and develop.
AUDIENCE	Individuals who need support to bounce back from challenges, build their resilience, and bring about positive change.
AIM	Empower you through the change process, implement strategies, and build resilience to transition into your next stage successfully.
COURSE CONTENT	A short inspirational story **1. Foundations of Change** • What is change? • Why do we need change? • The elements of change • Barriers to change—how to overcome them • Why do we fear change? • How People Cope with Change: Avoid and Active Coping • Process of change • Coping strategies: healthy and unhealthy **2. Before change** • Circle of Control and Circle of Influence • How to develop our Circle of Influence • Strengths, Weakness, Opportunities and Threats (SWOT) Analysis • Our Response to Change—Proactive or Reactive

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	3. Dealing with change • Accepting the things that we cannot change • Major life changes • Change Management Curve • Stages of Change • Unfreezing Change—Lewin's Change Management Model • How to Deal with Life Changes: Endings, Neutral Zone, and New Beginnings • Focus on Wellness • Your Self-Care Toolbox **4. After Change** • New Beginnings • Strategies to Cope with Change • Strategies to Make Important Changes In Your Life • Benefits of Change **5. The Importance of Resilience** • Five Pillars of Resilience • What Influences Resilience? • Skills and Attitudes of Resilience • Resilience Building Tools • Guidelines towards building your resilience
LEARNING OUTCOMES	Upon completion of the course, participants will be able to: • Define change and the elements of change • Appreciate why we need change • Identify the barriers to change, and design strategies to overcome barriers • Identify why we fear change and apply strategies to feel comfortable with change • Specify healthy and unhealthy coping strategies • Focus and develop the Circle of Control and Circle of Influence • Identify the Strengths, Weaknesses, Opportunities, and Threats (SWOT) Analysis • Specify your response to change—Proactive or Reactive • Deal with change by applying a range of models • Focus on wellness and apply a range of self-care tools • Apply strategies to cope with change • Apply strategies to make important life changes • Recognise the benefits of change in your life • Identify the five pillars of resilience to strengthen your life • Identify the factors that influence resilience • Apply the skills and attitudes of resilience • Apply a range of resilience tools to build resilience

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LEARNING ACTIVITIES	The **online** course consists of the theory with a range of interactive activities that include: • Experiential learning activities • Individual exercises • Questionnaire • Reflective practices • Mindfulness practices • View videos with reflections on your learning • Mind mapping • Visualisation • Positive Affirmations • Writing an Action Plan to achieve your career goals
DURATION	Self-paced learning, approximately 4 hours
ADDITIONAL PROFESSIONAL DEVELOPMENT	If you have specific and challenging issues, we can further assist with optional coaching sessions in a one-to-one or small group session. Upon completing your course, we offer ongoing supervision in your practice through our Career Coaching and Training membership program.
FURTHER INFORMATION	careercoaching.training hello@careercoaching.training