



EVOLVE: A WEBINAR SERIES

Summary and Application Exercises

Webinar 3: Professional Resilience: Becoming “Change-able”

➤ SUMMARY

Learning Objectives

By the end of this webinar, you’ll know:

- Recognize and acknowledge your own ability to adapt to change
- Use a planned process to self-manage transitions and maintain productivity
- Model change as a competency

Change-ability

Ability to Manage	Unwilling to acknowledge outcomes Able to manage	Willing to acknowledge outcomes Able to manage
	Unwilling to acknowledge outcomes Unable to manage	Willing to acknowledge outcomes Unable to manage

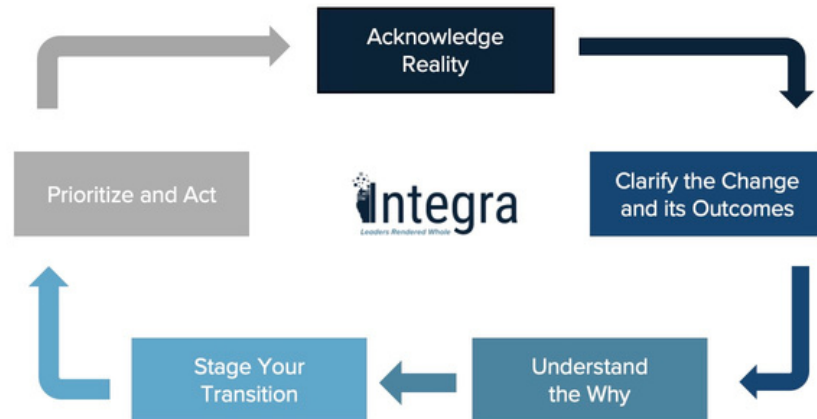
Willingness to Acknowledge Outcomes

In order to be good at change you must be:

- Willing to acknowledge the outcomes of change
- Able to manage through the transition in a conscious, proactive manner

Self-Managed *Evolution*

**A 5-Step Process
for Effectively and
Continually Evolving**
*Not Just Moving
through Change*



1. Acknowledge Reality

Pause and recognize that a change is occurring. Identify what specifically is changing and ground yourself in facts rather than assumptions. Confront reality directly instead of avoiding difficult truths or focusing on what is easiest to face.

2. Clarify the Change and Its Outcomes

Define the actual outcomes of the change—what situations, roles, expectations, or conditions will be different. Commit to being willing to change rather than resisting what is already in motion.

3. Understand the Why

Determine why the change is happening. Connect it to strategy, plans, or external realities. Making intellectual sense of the change reduces resistance and helps align emotions with logic.

4. Stage Your Transition

Identify where you are in the transition process and clearly name what you believe you are losing. Labeling loss—status, certainty, control, familiarity—helps you process it consciously rather than carrying it unconsciously.

Then use techniques or support mechanisms to help you smoothly move through the transition. These could include meditation, talking with a trusted colleague or advisor, seeking counseling, prayer, journaling. These support approaches may or may not be needed but don't try to go it alone and lengthen the process.

5. Prioritize and Act

Focus on what truly matters. Avoid distractions and paralysis by making a practical plan—mind-map the impact, define next steps, and take action. Even small, unrelated productive actions restore momentum, reduce anxiety, and rebuild confidence.

APPLICATION

1. Revisit the assessment of the 2-3 changes you identified following Webinar 2.
2. Now that you know what stage you are in, implement the Integra Self-Managed Evolution approach for each change. *Notes:*

3. Identify all others who are impacted by the same change.

Change	Stage 1	Stage 2	Stage 3	Others Impacted