

Anticipating Change In The Workplace And In Life

Leaders need to be agile and adapt to the ever-changing environment of work. How you lead your team depends on your mindset and affects every level of a business. You need to inspire trust and create a workplace that thrives under change and feedback. Ask yourself: Is your mindset keeping up with the changes in the workplace and life?

The goal of this action guide is for you to reprioritise and reassess your leadership mindset. As a leader, you start conversations and bridge the pathways towards solutions. By evaluating your goals and strategies, you become more self-aware about your skills. You also create an environment that encourages and anticipates change. If you want to prepare for success and effect holistic change management in an evolving workplace, this action guide will help you.

QUOTE TO REMEMBER

“The best way to shift your culture and to prepare people to be able to adapt to change is just to think about how people go through change.”

Activity: Shift Your Leadership Mindset

I. Work-Life Integration

The “great resignation” changed the landscape of the traditional workplace. What factors prompted the change, and which ones may affect your current workplace?

Factors Prompting the Great Resignation	Factors in My Workplace

Reprioritise and evaluate your vision. Use the priority matrix below to examine the changes in your career and personal goals post-pandemic.

Past Personal Priorities	Past Career Priorities
Present Personal Priorities	Present Career Priorities

How do these priorities influence your work and personal relationships?

II. Measuring Work Outcomes

Before the pandemic, most companies measured productivity by how long a person was physically at work. Do you think this practice still holds up in the current work landscape?

What are the boundaries you can put in place to improve productivity in the workplace?
What boundaries will help employees trust the leadership in your company?

Describe your ideal workplace. Does your current workplace reflect your vision? What are the changes you can make to achieve this workplace?

<p>My Ideal Workplace</p>	
<p>Changes I Need to Make</p>	

III. Practising Open Dialogue

Having an open-door policy and encouraging feedback are effective ways to effect change in the workplace.

When addressing a problem in the workplace, what is your attitude toward it? What strategies are in place to overcome them?

How can you prioritise and manage your resources effectively when creating solutions?

What are the ways you can follow up and follow through with solutions in your team?

It is essential to cultivate an environment where people feel confident to contribute. How can you encourage collaborative thinking in the workplace?

Mistakes and missteps will happen during the learning curve. How can you start uncomfortable conversations?

As a leader, how can you help and facilitate people through changes in the workplace?

What You'll Learn from the Activity

This activity aims to evaluate the post-pandemic workplace and shift your leadership mindset to reflect these changes.

The first part of the activity focuses on how much your career and personal life relate to each other. We can't separate our careers and personal life neatly as the work-life balance suggests. Intersectionality comes to play. Our values and goals are integrated and reflected by our decision-making in both areas of our life.

The second part of the action guide determines how to measure work outcomes more progressively. It allows you to explore different avenues for growth and productivity in yourself and your co-workers. Better solutions are made by starting conversations.

Collaboration isn't complete without accountability. Working with your team means giving and receiving feedback. It is about creating an environment where communication is present and encouraged.



The workplace is continuously changing with the times. We anticipate change by acknowledging that change is imminent and constant. By setting up strategies that have space for change, we set ourselves and our team toward productivity and success.

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