FREE WORKSHEET · CONVERSATIONS

When Change Keeps Coming

A conversation about uncertainty, and what is still in your hands

Change is hard enough when it has a clear start and end. It is harder when it keeps coming, or when nobody knows yet how it will turn out. The gaps get filled with guesses, and the guesses are usually worse than the truth.

This conversation will not answer the questions nobody can answer yet. It helps you separate what you know from what you fear, and focus on what is still in your hands, whether the change is a restructure, a business that is shifting, or something at home.

IF YOU NEED HELP NOW

If there is an immediate risk to life, call **999**. The Samaritans are available free, 24 hours a day, on **116 123**. In England, NHS 111 (option 2) connects to an urgent mental health service.

01

Think about it first

EXERCISE

On your own

1. What I actually know about what is changing:

2. What I am guessing, and what my guess is:

02

Opening question

> ASK THEM
>
> “What’s one word for how the changes feel to you right now?”

03

Going deeper

- What do we actually know, and what are we guessing?
- What questions could someone answer, and who should we ask?
- What is still within our control, whatever happens?
- What has helped you get through change before?
- What do we need from each other while things are uncertain?

> IF YOU ARE STARTING IT
>
> Do not promise what you cannot deliver. “I don’t know yet, and I’ll tell you when I do” is more reassuring than a confident answer that turns out wrong.

04

What we agree

EXERCISE

Before you finish

1. One thing we will keep steady while other things change:

2. The questions we will take to someone who can answer them:

3. When we will come back to it: