

# How to work with change?

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# What is change?

*„If you want the situation to remain as it is,  
the situation must change... „*

Giuseppe di Lampedusa, Leopard

# Change in a working context



forced  
change

voluntary  
change



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# Forced change

- stress and time pressure
- reduced requirements
- short-term setting
- limited perspective

## BUT...

- faster effect
- greater determination
- greater flexibility
- willingness to sacrifice



**IF YOU KEEP THEM BUSY WITH  
BASIC NEEDS... THEY WILL FORGET  
ABOUT THE FREEDOM THEY LOST**



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# Voluntary change

- scheduled
- on my own terms
- hard negotiations
- less stress and time pressure

## BUT....

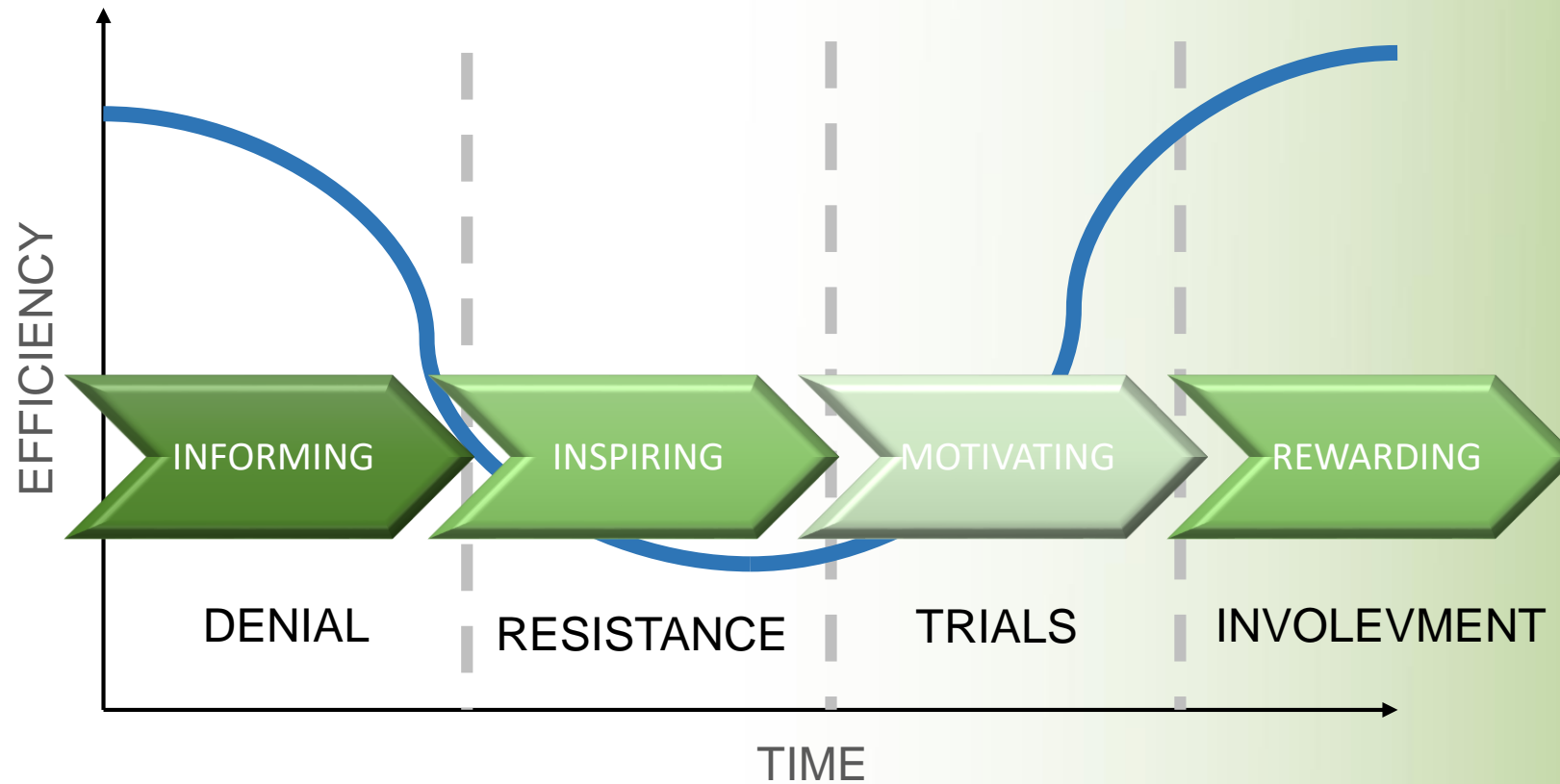
- often starts with "I don't know"
- It is postponed in time
- few of them succeed
- it requires a lot of commitment



## Research shows that:

- *the fear of change is stronger than the need for recognition*
- *motivation makes it easier to find a job, but more important is the ability to manage negative thoughts*

# Commitment to change



# Crisis in Chinese

政 变



*In times of crisis, people are often lost, fearful and highly suggestible. They need more than just information, they need "emotional guidance."*

***Information leads to conclusions***  
***Emotions lead to action***

# Workout session 1/5

1. Get in pairs
2. Remind yourself the **significant change** you have made (already done and finished) – what you **felt, thought** and **did** about this change.
3. Share your story with Partner. Task for Partner: listen carefully and note all the emotions, thoughts and actions that was made during:
  - first few days
  - 2-3 months
  - one year or more after change
4. Switch the roles

**10 minutes**

# Workout session 2/5

Please share with the group:

- what kind of change was that (forced or voluntary)?
- what were the reactions in terms of emotions, thoughts and actions splited into time stages?

**10 minutes**

# Workout session 3/5

Reflect on:

- what similarities/ differences in reactions between stages/ type of change have you noticed?
- what changed your negative attitude into a positive one
- what kind of support form the „outside” would help?
- how can you use this knowledge when working with clients?

**10 minutes**

# Workout session 4/5

1. Work in groups (3-4 persons)
2. Develop proposals for working with clients who is losing thier commitment to change (career counselor intervention)
3. Is there any differents in working with forced or voluontary change?
4. Is there any difference between time stages?

**10 minutes**

# Workout session 5/5

Please share 1 idea of proposal for working with the client developed by the your group.

**15 minutes**

THANK YOU 😊

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IF YOU'RE GOING THROUGH HELL

**KEEP GOING**

- WINSTON CHURCHILL