



POSITIVELY DERAILED

Thoughtfully navigating forward

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Derailed & Reimagined

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**Change is as good as a rest
or is it...**

Change is as good as a stress?



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Fear of change?

- Tropophobia
- Metathesiophobia
- Agoraphobia
- Coulrophobia



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Fear of change?

- Brought on by the fact that humans are “hardwired to resist uncertainty”
 - (Psychology Today 2018)
- The brain likes to have control
- Fear puts us into a stress response



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Your Brain on Stress



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Workplace Change Initiative

- “Dive right in!”



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Workplace Change Initiative

- Do mandates, big efforts or campaigns actually work?
- Since 2020, companies are being forced to 'rethink' change
 - Harvard Business Review 2021
- Survey of 1000 corporate leaders
 - "Small, orchestrated change is the best approach driving to large, lasting change"
 - "Micro-change management = snacking"



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How to ‘Snack Out’ Change

- Reverse engineer (derail) into steps – ‘derail the big effort’
- Use cues, nudges, suggestions, rewards and recognition to reinforce
 - “Nudge” by Richard Thaler & Cass Sunstein
 - “Atomic Habits” by James Clear
- Constantly evaluate and monitor progress

How Long Will it Take?

- Big changes can take 6+ months
- Smaller changes can take weeks
 - University of Chicago Study 2023



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Time to Try ‘Snacking’?

- Reduces stress response
- Makes change more doable
- Makes change more sustainable
- Increases confidence and satisfaction
- Based on theory of human behaviour and not templates or protocols
- Minimal risk
- Minimal resistance



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'Snack Time'

- 'Snack' out an ergonomics initiative in your team
- 'Snack' out an inclusion initiative in your workplace
- 'Snack' out a kindness culture initiative
- 'Snack' out your own initiative



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Share Your Thoughts



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Summary

- Change is necessary but not always easy
- Making change small but impactful makes it more digestible and more effective
- We're human! Change should be inspired by human behaviour and not just templates or protocols



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Food for Thought

*If you want something you've never had, you
have to do something you've never done
- unknown*



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