

Managing Uncertainty

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In times of uncertainty, find comfort in what you can do rather than what you cannot!

In times of uncertainty such as redundancy, restructure, external market forces, a planned career change, starting your own business, a basic lack of direction, or simply the unknown, we can react in many different ways. If you know Maslow's hierarchy of needs, you will know that the important elements are physiological wellness, a feeling of safety, a sense of belonging, self-esteem and self-actualisation. Without nurturing these in times of uncertainty we may feel shock, anger, fear, insecure, loss of control, frustrated, withdrawn, indecisive, cynical and physically unwell.

It is therefore essential that you nurture all of your needs in times of uncertainty. In order to maintain resilience, sit with the uncertainty for a while to understand it. Take the time to think and explore why those feelings exist and accept that they are there. Talk about it with someone you trust. Then try thinking about your options for moving forward by imagining your future state. Imagine what it looks like, how you and others will be feeling and behaving. If you can't imagine it, then think of a time when you were happy and certain and decide what elements of that you would like in your future. When you can imagine the future that you want, then you can start to create it by setting goals and creating a sense of achievement and forward momentum.

For those of you who relish change, it can be a time of excitement and energy, of opportunity and new beginnings where the sky's the limit. Here we take control, we understand our strengths, our value, our transferable skills and look for ways to apply ourselves so that we develop and move forward toward our goals. It's an opportunity to realign with our values, to correct any derailment and get back on track. This requires bravery and courage. Write a list of your strengths, ask for feedback on your current work, understand your values as a means for guiding decisions or create a list of criteria for making decisions.

Take some time to answer the following questions.

1. What is it about the current situation that you do not want that is causing uncertainty?
2. How would you ideally like things to be?
3. On a scale of 1 to 10, how committed are you to this new path? (If it is not at least a 7 then it is not the right path.)
4. What options do you have to help get you there? What else?
5. What criteria will you use to help you decide what option to take? (Values, learning, financial...)
6. What is the first thing you are going to do and by when?



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Remember that those who flourish during times of uncertainty keep setting goals and aim for a future desired state. They are able to readily adapt to the changing environment by applying their strengths in new ways. They revel in what they can do and focus their energy on what they can influence and control rather than what they cannot. They deal in courage and hope and can communicate that to the people around them, bringing them along for the ride. They lead, inspire and empower.

What can you do today?



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