

Managing Personal Change

The Noetics Formula



The Affective (Emotions) Cognitive (Intelligence) and Ethics
(Values) Responses to Change

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The following slides outlines the Noetic model of personal change and key ideas regarding facilitating change based on the following

- **Humanistic Psychology**
Rogers 1961, 1966 & 1969
Frankl – 1955, 1963, 1969 & 1992
Maslow – 1962, 1968 & 1970
- **Noetic Leadership, The Psychology of Emotions and Emotions Management Competencies – Kibby, 2004, 2003, 2002, 1997 & 1979**



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Firstly, what is change and how do people face it?

The following slides present a picture of life and change within that picture.



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Most of us live in a defined world (based on our ideas and beliefs) that we know and understand and which are familiar, even if uncomfortable, unhealthy and/or unsuccessful.

Most of us prefer to live within that world in the way in which we are accustomed to living i.e. we are habitual.

Many of us, even if unhappy or unwell, would prefer to stay in the world we know, or live in that world in our habitual ways, rather than to change and move to a new world.



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The Possible World

My World
as it is known
to me



This is a picture that shows ideas from the previous slide about people and the world in which they live.

As can be seen, there is a larger world outside our sights but first we need to see it and then we need the courage and skills to go there.



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Explorers and leaders go to new worlds and tell us what they saw.



When we hear about the new world, some of us will be afraid, some will be excited, some will attack the explorer as a heretic and some will embrace the explorer as a liberator.

Explorers or leaders who are weak, frightened or need our approval cannot take us to the new world **BECAUSE THEY WILL LIMIT THEIR ACTION ACCORDING TO OUR COMFORT.**

Courageous leaders and explorers can take us to the new world of possibility where we can discover new life and greater dimensions of ourselves.



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What then will help us decide to go into that new world someone has shown to us?

The Possible World



My World

Firstly, we need to test that new world against our values rather than just our internal (emotional and intellectual), and external (behavioural), comfort levels because our comfort levels are based only on our existing world and our existing skills.

Secondly, we need to conduct a reality test i.e. we need to test whether our current world and our current behaviours are delivering outcomes that are consistent with our values and helping us, and others, to live happier, more fulfilling, more aware and richer lives as human beings.



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Having assessed the new world, a move into that new world can be facilitated when we have:

- A model for that change;
- Someone who challenges our existing paradigm and cares enough to be committed to ethics and values first and foremost;
- Someone who believe so deeply in us that being truthful to the best of us is more important than obliging our emotional needs; and
- A place of comfort and care that can nurture our needs during the change process without letting us surrender to our fears.

We need all these things, which will often come from different people.

After that, we need to find a way to engage, within ourselves and with the assistance of others, the five aspects of personal of change.



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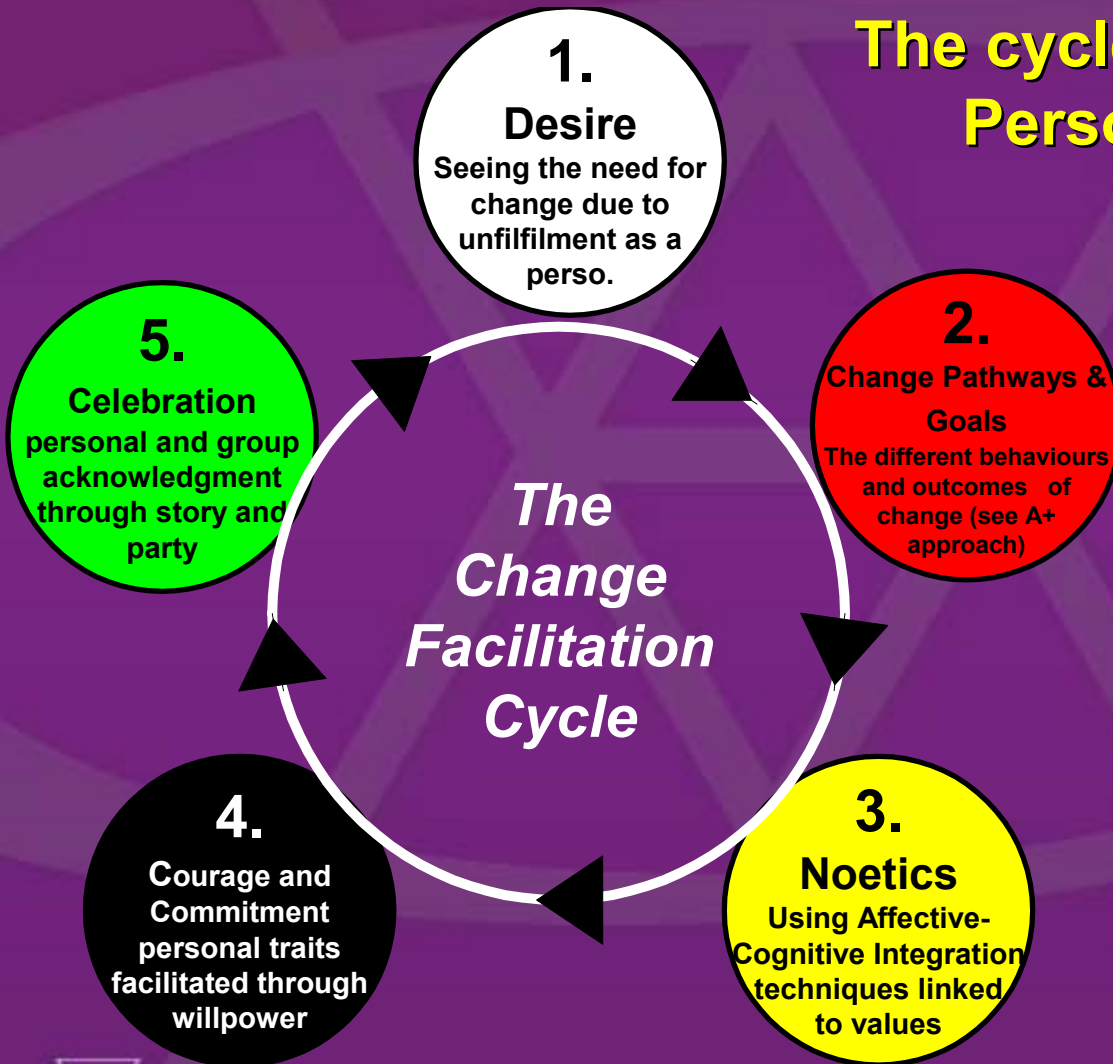
The FIVE aspects of Personal Change are:

- **DESIRE** - recognising and acknowledging the need for change (which might mean accepting advice from an external party);
- **SETTING CHANGE PATHWAYS & GOALS** – establishing outcomes of change in terms of new behaviours and what those behaviours will produce in terms of measurable/noticeable difference;
- **NOETICS** (a tool for overcoming resistance) – this means dealing with **AFFECT** –(the emotions that change) triggers & **COGNITION** – (ideas associated with change) & **ETHICS AND VALUES** –(the facilitators of change);
- **COURAGE & COMMITMENT** - the personal willpower to continue through the change process; and
- **CELEBRATION** – recognising and sharing change with others through story & “party”.



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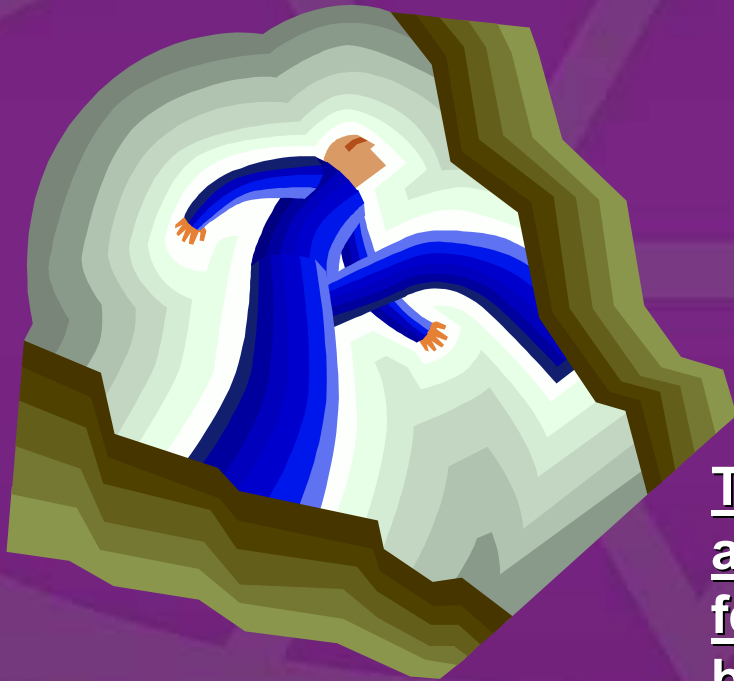
The cycle on the left indicates the **Personal Change Process**.



These five aspects need to be addressed. **Noetics** is a key component because, at the point of our greatest resistance, values build resilience, coping and happiness and facilitate the leap into a new world.



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REMEMBER

... resistance to change, high emotion during change, tiredness, anger, elation, happiness, are all natural and normal aspects of the change process. They are not, of themselves, a sign that anything is wrong.

Try, if you can, to be at peace with yourself and others during a time of change. If you feel the need to speak, speak about behaviours and outcomes ... do not label, belittle, vilify or attack yourself or others. Words, unlike unwanted clothes, are not soon forgotten.



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In summary

..... Personal Change is a journey through which people can be guided and supported. To be successful, the change direction, the change purpose and the change goal must align with our values. Then, the change process can be facilitated by both courageous leadership and compassionate and firm management of resistance.

**For more information on programs and process relating to change, please email leigh@kinematic.com.au
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