

INTRODUCTION

Step One

Model for Change

Getting the results that you want:

- 1) Change is required
- 2) Change has not happened
- 3) This will facilitate change
- 4) Change will happen

Change is ongoing and constant

It happens with or without our involvement

Change produces wanted and unwanted results

Functional adaptation involves using tactics that increase the chance of us getting the results (of change) that we want

We become skillful through repetition of these tactics

Step Two

Direction

Survive first and then thrive

“The Burning Building

If I wake up in a burning building does it matter how I got there?” Although how I got there is relevant but it is only relevant if it will show me the way out, otherwise the most important decision if I want to survive is “Where do I go from here?” All the unwanted results of change that have impacted us are the burning building.

How we feel about these unwanted results of change is like wondering how we got in the burning building. Although how we feel is relevant, to survive what is more important is getting out of the building (where we are going).

Energy and resources are limited so efficiency is important

Feelings are relevant but only important in getting the results (of change) that we want if they initiate appropriate action

Appropriate actions are always important in getting the results (of change) that we want

Step Three

The Concepts

- 1) Visualize: Align your imagination (thoughts), words and actions (deeds) in the direction of the results of change that you want
- 2) Hope: A belief in the possibility of getting the results of change that you want.
- 3) Fear: Fear is a spectrum of emotions and when processed properly it could be useful in getting you the results of change that you want.
- 4) Feelings and Actions: The relationship between feelings and actions is the one created by you. Appropriate action is the process of doing something tangible to provide the results of change that you want.
- 5) Process & Outcome: The process is the journey and the outcome is the destination. This concept explains a process-focused approach.
- 6) Validation: This is the process of giving official approval to yourself (Internal) or receiving from others (external).

Step Four

The Tactics

- 1) The rules of functional adaptation

Rule #1: Identify the “system”

Task - Be self-aware

Rule #2: Know the rules of the system (whether or not you agree)

Task - Resolve information deficit

Rule #3: Know your choices under the rules (whether or not you agree)

Task - Make a detailed list of your choices

Rule #4: Choose and move on

Task - Do not procrastinate

- 2) The “Can Do”

An approach that ensures your imagination (thoughts), words and actions (deeds) are in the direction of the results of change that you want through constant awareness of the ratio of “can do” and “can’t do”.

- 3) The “Best Friend”

This is an approach that emphasizes the need to be in touch with our feelings no matter how difficult to acknowledge these feelings and own them completely with only one course of action available – be your best friend.

- 4) The “Mind Enclosure”

This approach views the mind as a group of individuals residing in a house each with distinct characteristics. It

describes the manner in which they interact and how harmony is maintained.