

Family Strengthening Network Success Under Pressure: Navigating Change in a Rapidly Evolving Landscape

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There's a lot of change in the air!

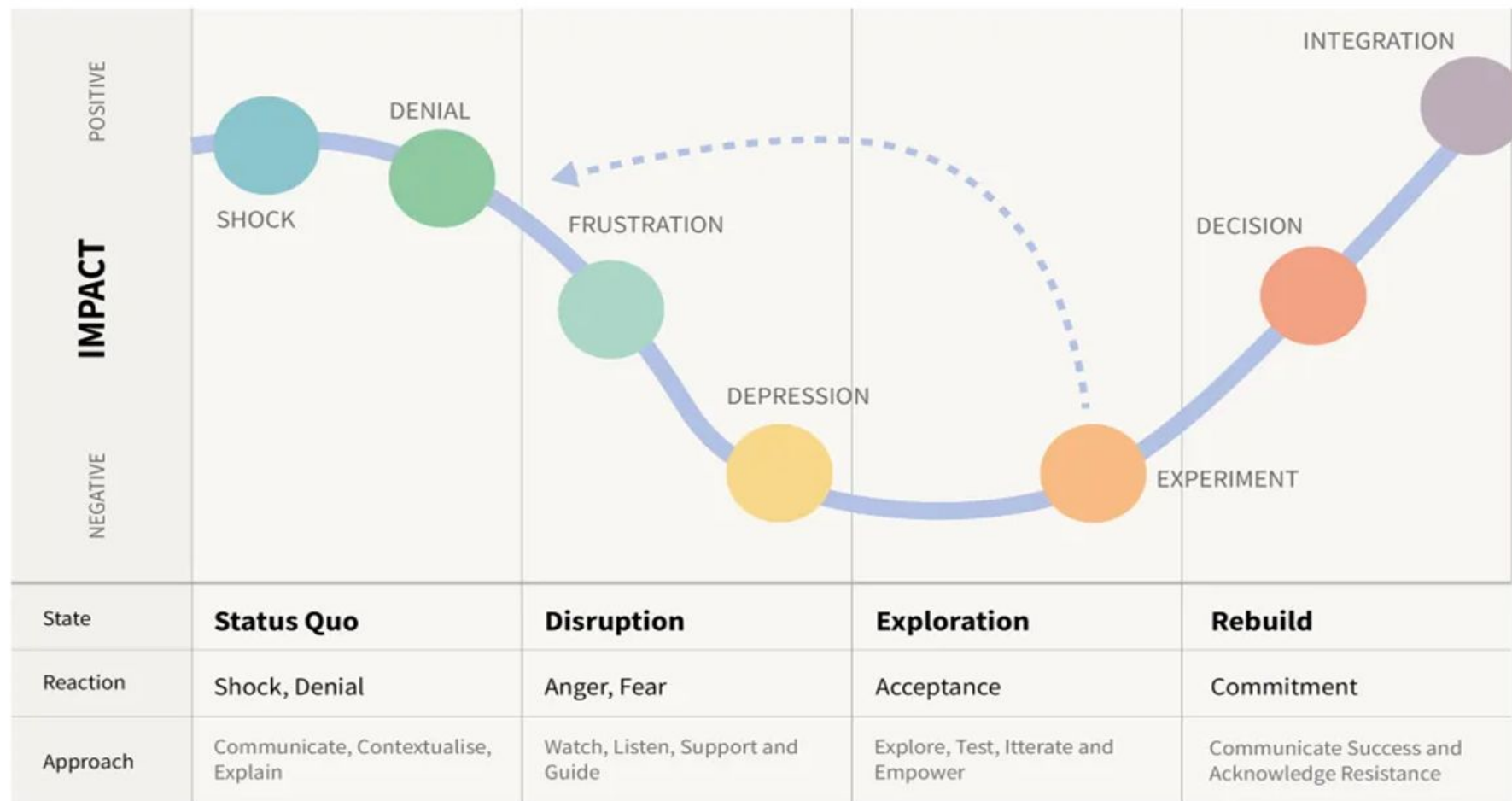
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Kubler-Ross Change Curve

The Change Curve

mutomorro



The Challenge of Uncertainty



- Our brains crave predictability – change disrupts that.
- Uncertainty can feel like:
 - Anxiety
 - Frustration
 - Loss of control



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Reframing Uncertainty

- Shift the story you're telling yourself:

 Uncertain Thought	 Adaptable Reframe
I don't know what's going to happen.	I'll adjust as I go.
This might not work.	I'll learn something either way.
This is out of my control	I'll focus on what I <i>can</i> influence.

3R Framework

- Recognize – Increase Awareness
 - Pause and notice what's happening – externally and internally
 - Focus areas:
 - Emotions and reactions (yours and others')
 - Patterns of resistance or fear
- Reframe – Shift Perspective
 - Instead of “This is a threat,” ask, “What's the opportunity here?”
 - Move from blame or frustration to curiosity and possibility.
- Respond – Act with Intention
 - Take mindful, strategic action instead of reactive behavior.
 - Align actions with long-term vision or team person, aligned with your values and goals.

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3R Framework

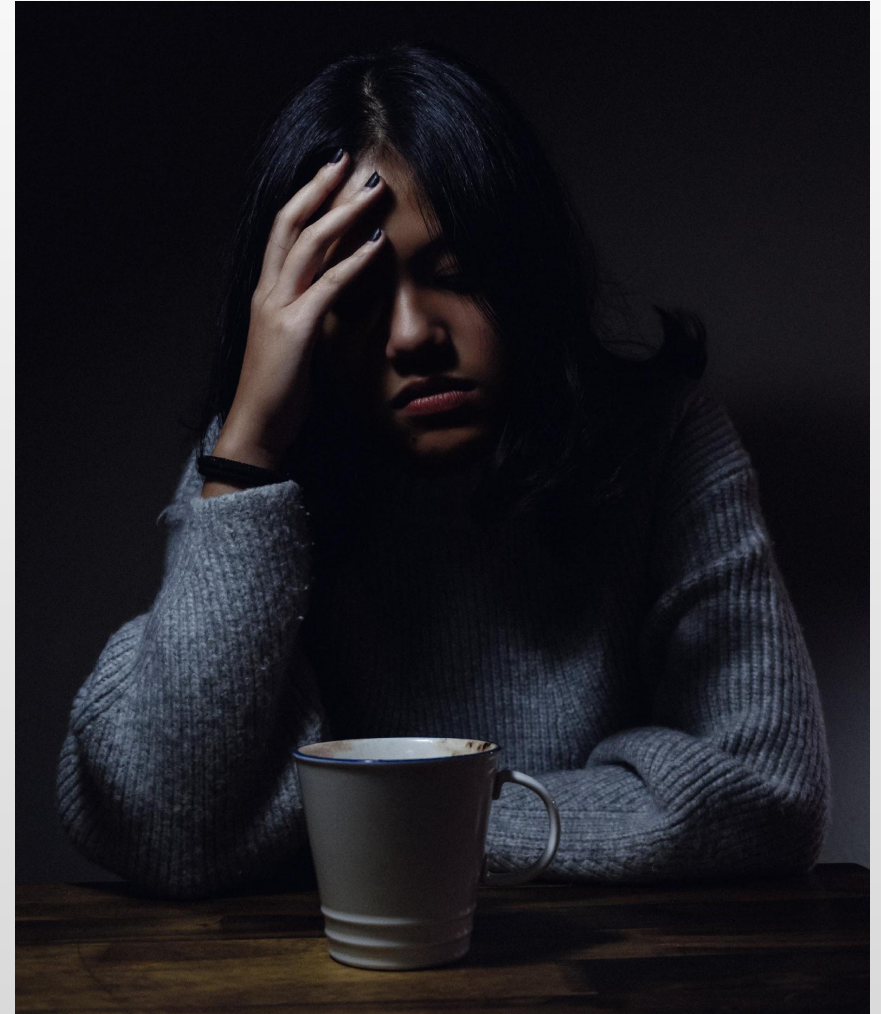
Control

- Identify what aspects of a situation are causing you a lot of stress or anxiety.
- Focus your energies on the column where you do have some control.
- Acknowledge the areas that are out of your hands. Let them go.

Stressors I have no control over	Stressors I have some control over
Losing Social Security	Contact my government representatives. Allow extra time for any requests to SSA.
Losing Medicare	Contact my government representatives. Allow extra time for any requests to HHS.
Increased discrimination with the ending of DEI	Contact my government representatives. Respectfully stand up for my rights when situations arise. Stand up for others when I observe discrimination occurring.
AI replacing my work	Spend dedicated time to understanding how AI works now and future developments. Research opportunities to utilize AI in my work.

Morale and Motivation in Times of Uncertainty

- Unclear outcomes block goal-directed action
- Uncertainty demands constant assessment
- Mental fatigue from decision overload
- Fear of failure or judgment



Uncertainty doesn't have to drain motivation!

- We **can** regain energy and momentum, even when the path ahead isn't fully clear.
 - Normalize discomfort.
 - It's okay to feel uncomfortable – this is what growth looks like.
 - Self-talk.
 - Team norms.
 - Focus on adaptability over certainty.
 - Mindset shift
 - Team communications
 - Visual aids
 - Take small, value-based actions.
 - Individual level
 - Leadership level
 - Team level



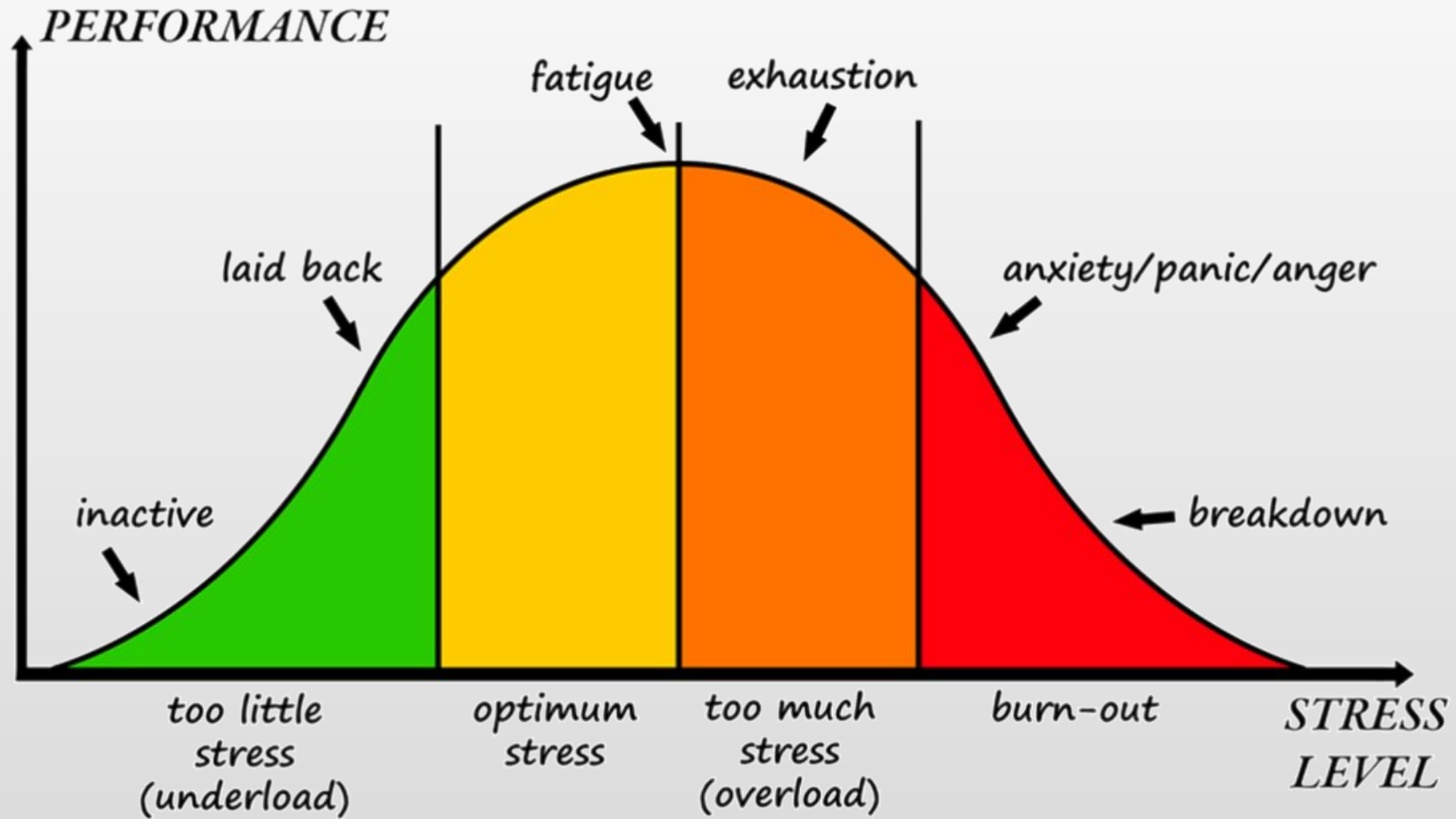
Intrinsic Motivation

Enhancing Mindset & Team Culture

- Where applicable, adopt a “Good Enough” Mentality
 - Sometimes done is better than perfect during high-pressure times.
- Encourage “Micro-Wins”
 - Recognize small achievements regularly to sustain motivation.
- Foster psychological safety
 - Create an environment where people feel comfortable asking for help.
- Make Space for Recovery
 - Encourage short reset breaks (even 5 minutes of stretching or breathing).



Yerkes-Dodson Performance Curve



Stress Management in General

- Self-Care – Integrate throughout your day.
 - Monotask
 - Eat healthy.
 - Get enough sleep.
 - Exercise.
 - If you don't have time to exercise, stand up and stretch every 20 minutes.
 - Set boundaries.
 - Don't doom scroll or watch news.
 - Use your breath.

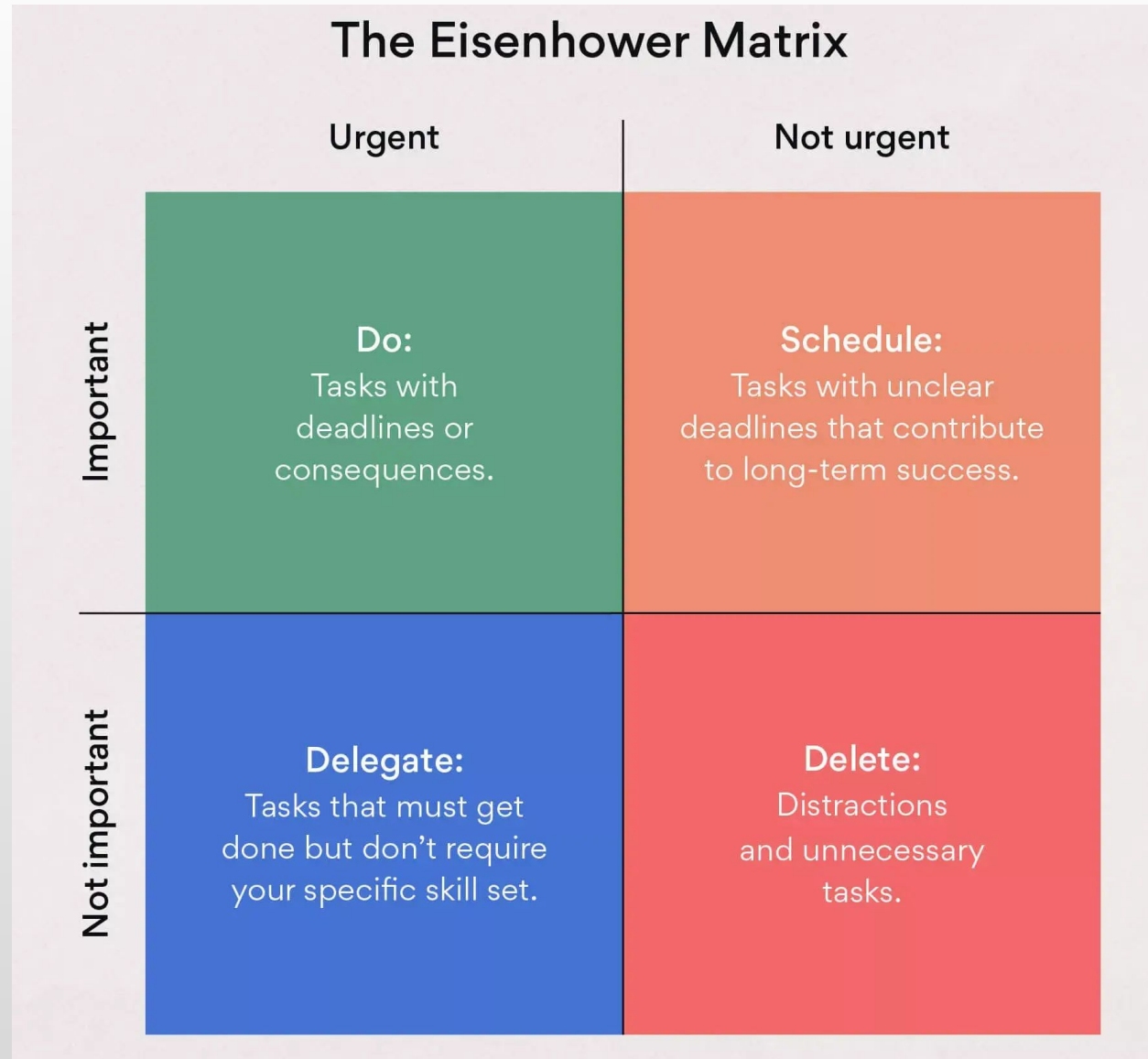
Self-Care Tips

“Self-care means giving the world the best of you, instead of what’s left of you.”

Katie Reed



Break the Cycle of Overwhelm



Eisenhower Matrix Worksheet
Eisenhower Matrix Tips

Time & Energy Management

- Time-blocking
 - Allocate dedicated time for deep work vs. reactive work (meetings, emails, etc.)
- The 90-Minute Focus Rule
 - Work in 90-minute sprints with short recovery breaks (aligns with ultradian rhythms)
- Manage Decision Fatigue
 - Reduce unnecessary choices by setting routines for daily tasks
 - Automated meal planning, email templates, etc.
- Stoplight System for Availability
 - Green: Available for quick questions
 - Yellow: Available but only for urgent issues
 - Red: Deep focus time, do not disturb

Reduce Overload & Stress

- The 2-Minute Rule
 - If a task takes less than 2 minutes, do it immediately.
- Automate Repetitive Tasks
 - Use tools for scheduling, email responses and data entry.
- Delegate Effectively
 - Reframe delegation as empowerment rather than as dumping work
- Create Clear Work Boundaries
 - Set realistic work hours and communicate when you're **not available** to prevent burnout.

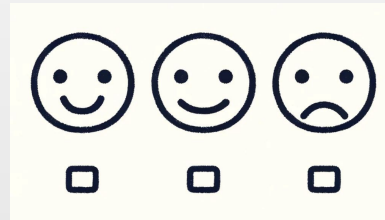


Workflow & Team Adjustment Considerations

- Reduce unnecessary meetings
 - Replace status updates with async check-ins (Slack, Teams, Trello, etc.)
- “Pulse check” Meeting Format
 - What’s the biggest priority this week?
 - Where do you need support?
 - Any blockers slowing progress?
- Implement “No Meeting” Focus Days
 - Encourage at least one meeting-free day per week (or two weeks) to allow for deep work, catching up on notes, etc.
- Encouraging focus time vs. constant “multitasking.”
- Set Clear Expectations
 - Define what “done” looks like to avoid back-and-forth revisions.

Wrap Up & Survey

Please complete the short survey.



Questions or Comments?

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