

SURVIVING TECHNICAL CHANGE



Created by priyanka from Noun Project



Created by David Gleason from Noun Project

Share

Whether you are angry because you didn't choose to change or grieving because you are losing your favorite software, talk to others that are also dealing with it. Venting is valid!

STEP 1: DEAL WITH EMOTIONS

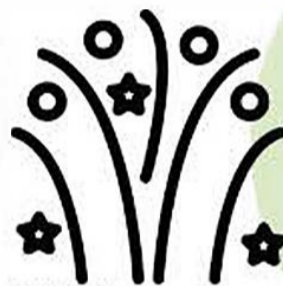
Change is an emotional event. Often technical change is forced upon us. If you take the time to work through the emotions of the change you will have the resilience and energy you need to move to the new tech.

Forgive

Transitioning will not go smoothly; it never does. The techs will mess up. You will mess up. Forgive yourself and others, it'll help.



Created by icons from Noun Project



Created by iCreativity from Noun Project

Seek

Be on the lookout for the fun and fantastic. Maybe there's a time-saving, new function. If nothing else try to laugh about the struggles.

STEP 2: TAKE ACTION

A change in technology can hit you like a ton of bricks, unless you take action and start moving those bricks one at a time now. Take some simple steps as soon as you know about a change and your transition will be easier.



Created by icon for from Noun Project

Read

Yes, you get too much email already. But email will inform you of available training, and functions. You might even get a chance to influence how the software is implemented!

Tell

Communicate with those depending on you about the software change. Let them know it is new, you are all learning, there might be issues. This sets them up to be forgiving, and sets up your safe learning environment.



Created by icons from Noun Project

Choose

Take your power! When can choose your path, do it. How soon will you switch? How should the new software work? Recognizing when you have a choice or voice and then choosing or speaking gives your power over the change.



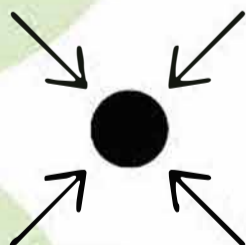
Created by icon for from Noun Project

STEP 3: LEARN

You do have to learn to use the new software. You've prepared yourself emotionally, you know what's going on, and you've set up your learning environment. Time to master this software!

Focus

For every piece of software you use there are key tasks you must perform. Identify 5- 6 of those key tasks use most often. Those are the core skills. Focus on figuring out how to do those. You will have quick successes and progress.



Created by icons from Noun Project

Know

Know thyself! How do you learn best? Reading, watching videos, in-person training, playing in a sandbox alone, playing with others? Use this knowledge to choose how you will learn the new software whether it is from YouTube videos or your colleague.



Created by Nibhay from Noun Project



Created by zidney from Noun Project

Ask

Whether you need a specific answer, general training or help with a tough problem, you have resources. Colleagues suffering along with you, people you don't know online, and even the software itself can be found locally or on the internet. Help is everywhere.