

Article

Career change



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# What's in your toolbox? Resourcing yourself for change

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By Charlotte Housden



I'm a chartered coaching and occupational psychologist and over the last few weeks I've been writing a series of articles on how we can successfully navigate change in our lives. These are based on research I ran in 2019/20 talking to 100+ people who shared how they did this effectively, what they learned along the way and what they wouldn't do next time.

I turned all of this into a book called *Swim Jump Fly: A Guide to Changing your Life* and have been sharing hints and tips from the book in these articles [here](#), [here](#) and [here](#).

These posts covered why it's important to be clear about the purpose of our change projects and where we want to end up, our end goal. They also include how it's important to match up the size of our shift with how comfortable we are with change. The last article was on knowing the difference between the 'what' and 'how' of change; focusing on the specifics of what needs fixing, rather than spending time and energy on something that won't help.

In this post I'll cover the kind of resources we might need when we're making changes in our lives. Here are a number of areas you might like to think about:

## Mindset

How you feel about change is an important topic. One way to work this out is to ask yourself:

- 1) What messages do I tell myself about change? What do I say when no one else is around? Do I believe I can make this shift?
- 2) How do I deal with setbacks? Do I flex as things change. Or do I feel despondent and give up easily?

You can go into more depth on this topic by taking the *Am I Ready for Change* questionnaire on the [swimjumpfly.com](http://swimjumpfly.com) website [here](#).

## Health

If you were planning to climb a steep mountain, you'd make sure you were fit enough before you started. So, why not ask yourself these questions to check your personal fitness for change:

- 1) How is my physical health/what exercise do I take? What is my diet like? Do I rest enough/how is my sleep? What more could I do?
- 2) How is my mental health? What would improve it e.g. mindfulness, meditation, rest, exercise and talking to friends. How stressed am I at the moment? What else could I do to support my mental health?



## Other People

Friends, family and work colleagues can help us in so many ways: cheering us along, being a critical friend, an accountability buddy, or a shoulder to cry on. People have great networks and act as mentors to keep you going. It's also helpful to hear success stories from other people – there are many of these in the book.

Why not ask yourself these questions to check what support you have at the moment:

- 1) Who can I turn to for help? Do I have cheerleaders, critical friends, accountability buddies, or shoulders to cry on? How can I find more people like this to help me?
- 2) Who can support me by putting me in touch with other people? Who might be able to coach or mentor me through this shift?

"It would feel a bit selfish if I took inspiration and motivation from other people's stories and refused to share my own. My story may help absolutely nobody, and that's fine. I really don't mind that. But at least it's out there in case somebody finds it can help them in some way." – Bill (interviewee)

## Scaffolding

When a building is being renovated it needs scaffolding... just as we do when we're shifting things around. *Scaffolding* is my term for the other things that help us through change. Why don't you ask yourself:

- 1) What skills do I need to manage this change project? Do I need to outsource anything which I'm not good at? Do I have the money to resource this shift? Why not check out how you can make some savings by looking at *Make Money Work for You* on [swimjumpfly.com](http://swimjumpfly.com) [here](#).
- 2) Do I need a reality check? Am I being honest about how much time and energy I have? Would it be better if I put this off for a while? Can I take a break from this and plan it for later in the year?



## Inspirations

We all need something to inspire us when the going gets tough. Since we're all different we find support in a variety of places. For some this could be books, TED talks or podcasts. For others it might be websites, blogs, quotes, articles or courses... in fact, anything that gives you energy and encouragement.

Why not ask yourself:

- 1) What keeps me going when I'm feeling down/lack motivation/feel tired? What would give me a nudge/a helping hand/a bit more confidence so I can keep on making progress?
- 2) Who do I know who would be inspiring? Who reads a lot/has positive stories they can share? How can I get these people on board with my change project?

So, that's it on resources. I hope this has helped you to pause and reflect on who and what you have in your toolbox. In the next article, I'll cover how we can evaluate our progress; and how to encourage ourselves by looking for small and unexpected gains.

To find the book, search for *Swim Jump Fly: A Guide to Changing Your Life* on Amazon or visit the [Swim Jump Fly website](http://Swim Jump Fly website). You can contact Charlotte via [LinkedIn](https://www.linkedin.com/in/charlottehousden) or [ch@charlottehousden.com](mailto:ch@charlottehousden.com)

Cartoons and illustrations by Private Eye cartoonist Simon Pearsall, who created 100 original images for the book.

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## Discussion

What would you like to say?

