



ideas to help you Live happy

Coping with Organizational Change

Today, there are changes throughout Intermountain that affect all caregivers. It's helpful to understand the natural reactions to change you may be experiencing and be proactive in your response so that you can continue to be engaged and healthy.



**For more information
or free counseling call
Intermountain EAP at
1.800.832.7733.**

**Visit our website at
[intermountainhealthcare.
org/eap](http://intermountainhealthcare.org/eap).**

How you may react

There is a wide variety of feelings and behaviors that can arise when we experience changes in our workplace. It's normal to experience any of these reactions.

- Anxiety around not knowing details of change
- Concerns about how your work will be handled with the change that may come
- Frustration about how decisions are being made
- Anger or sadness that this is happening
- Concerns about what this means for your future
- Re-examination of how important your job is in the context of your life
- Difficulty sleeping
- Change in appetite
- Feeling exhausted or like you have less energy than usual
- Difficult concentrating or deciding how to handle a situation

How to handle your reactions

It's important to remember that while you don't have control over the changes, you can control your responses to them.

Here are some ideas on how to respond proactively:

- Accept that your feelings are a natural result of change
- Talk with people you trust about your reactions
- Take the time to grieve the losses that change brings
- Read and stay informed about changes
- Beware of "fake news" or gossip that often is misleading or inaccurate
- Do something each day that you find rewarding or makes you feel successful
- Make a list of what is changing and what is not
- Allow yourself to reevaluate your job, goals, and life

**Contact Intermountain Employee Assistance Program at 1.800.832.7733
for support and more ideas to cope with change.**