

Change

What do I think it's all about?

From a very young age, we set out curiously and motivated to explore and change the world. Some of us later even get the pleasure of actually changing the world by making earth-shattering inventions, accompanying high political, professional or social offices and/or simply being very rich. However, a large part of the population sooner or later loses the spirit of wanting/being able to change something, e.g. after parental education, severe setbacks, bad experiences, health restrictions and/or simply by convenience. Many then mutate from former conqueror, revolutionary, Robin Hood and changemaker to critic (Special species in Germany, in the land of 80 million soccer national coaches☺). This means that you say goodbye to the active role and slip into the passive role. So far, so good

My theses

- >90% of the day takes place in routines, ranging from physical functions to work and daily routines. Even in the 10 % that do not run into routines, we are often not free in our thoughts and decisions, because our thoughts and how we see the world depends on our past, our experiences and imprints
 - a psychologist once said that after a certain age it is almost impossible to change. But this constant is the basis of coexistence and cooperation; just imagine if everyone and everything would change every day
 - I am convinced that it is difficult to change things, but not impossible. Depending on the amount of energy you want/can expend and the "actual" lever given to change things, a change is doomed to failure or crowned with success. Whether the change is persistent will become clear later. Often people fall back into old patterns after a certain time or live outwardly the change, but inside has not really changed abouts
1. without necessity / reason so to speak preventively / forward-looking it is very difficult to plan, implement and sustain a change. It's easier when there's a current reason or need. Often it is the crises in life that actually move you to think about yourself, the current situation and the future and then initiate necessary changes.
 1. but it is completely wrong to assume that the individual cannot change anything. If then also several people with a positive consciousness to be able to change something join forces, support each other, then something really big can emerge. **ATTENTION this can also lead to something really bad!**
 1. the external resistance is not to be ignored in case of change. People often try to make us feel that we can't change anything, but that's a fallacy, because once the individual starts to change his own behavior and actions, his consciousness, his view of things, he will find that the world begins to change.

My logical conclusion with solutions

Psychological aspects

- When talking about change, it often seems very bleak, hopeless, difficult, but far from it, already in what has been said is at the same time part of the solution: Accepting that the situation is as it is takes us a step further. It relaxes our minds, which leads to us and the parties involved remaining calm and serene, tempers "not heating up" (i.e. adrenaline does not shoot in, i.e. the stress reaction does not occur 😊) we also do not become anxious and thus all doors are still open to us, perhaps even opening up further possibilities. If we remain calm and serene:

- we remain in the active role
- we can continue to listen to ourselves and each other, which immensely increases the likelihood of mutual understanding
- we can try to put on the other's glasses and put ourselves in his position
- we can take on other perspectives
- we can ask the right questions (how, why, why, etc.)
- we can emotionlessly ask the other to explain what we do not understand
- we can ask the other to listen to our arguments, concerns and solutions
- etc.

we can lose all this if the parties feel misunderstood, attacked and/or even humiliated and switch to flight and attack or dead modus.(typical stress reaction, which is not exactly conducive to the cause and the health of all of us)

- Auch Sätze, die wir gelesen und in verschiedensten Seminaren, immer wieder eingetrichtert bekommen haben, wie:
 - Love it
 - Change it
 - Leave it
 - Accept it

are all correct, but if stress is your daily companion and your adrenaline level is high, only pure theory remains and the saying "you always have a choice" is literally pulverized

- It gets tricky when you want to change things/habits that are deep and a consequence of parenting (represent our "basic programming", so to speak)
- It becomes more difficult when we want to change behavior, which is the direct result of bad things that have happened to us at some point and have not been processed properly
- You can imagine it figuratively something like this:
 - Our lives run on a multi-lane highway. If you now try to change an old habit, an old program, it is like creating a small trail next to the wide highway.



- If you are conscious and the mind is calm, then you can choose the alternative path in certain situations. But if you are in stress, under pressure and unconsciously, you will always take the highway at the decision point
- if in real life, perhaps even under stress, you want to take the alternative, the trail and not the highway, you have to develop the trail first to an alternative path. This is done by practicing over and over again and maybe even getting external help for support. After a certain number of successful attempts, the new path is then anchored in the brain as a real alternative that it can also be taken unconsciously. Some psychologists claim that the old (high-) way is still there it is not deleted nor overwritten by the new one
- The initial trail thus figuratively speaking became a real alternative on the highway
- oh yes, change is not a one-way street e.g. "only the other has to change and I don't", is wrong in most cases and represents one of the biggest preventers in the topic of change in couples or groups. What I had to learn myself is the fact that even in couples, there are always at least three stories and points of view and each is true. Strictly speaking, there are always at least several stories, those of the subjects and the objective truth (see chapter Truth). Thus, everyone should be involved in a successful change; those affected by the change and, if possible, an objective voice from outside

Headwind

- I'm sure you've heard the phrase "But you've changed". Strictly speaking, this means nothing else, such as "you no longer function or behave as I am used to or expect from you"
- in my past, this sentence was often the beginning of the end of a relationship or friendship. What I'm just saying is that when you start changing, don't be surprised if old relationships become distant or broken and the "headwind" increases. Everything that happened, you suddenly no longer fit into their (world) picture. The reason why they loved, admired or even used you is simply no longer there
- another reason could be, your change often triggers discomfort in the other person. He/she feels near you that she has to change something herself, but has always failed so far and suddenly there is a partner, friend, colleague who tackles the things you have always wanted to change yourself – for many, this feeling that arises is unbearable

the biggest preventers of change

Here are the biggest obstacles to change I've encountered in the last 40 years:

- Lies and half-truths (also towards oneself)
- Opacity
- Hidden Agenda
- Obstinacy
- (linguistic) Aggressiveness
- can't listen
- excessive demand
- underestimating cultural, religious differences
- Group constraints, stable regulations
- Closed systems with their dogmas
- EGO, vanity and arrogance
- Anxieties
- Hierarchy thinking
- Greed and Power
- Health (mental) impairment

Finally, a little hint from me

What you can always do is try to change your perspective on things and life and often a positive understanding occurs, which often makes the change obsolete e.g. what you absolutely wanted to change, no longer seems threatening, negative, but suddenly turns out to be a valuable point of view or fact or suddenly appears positive in other ways

Project-related aspects

- Every successful change needs:
 - a current reason and or at least an insight why change is necessary
 - first it needs clarity about what is currently running (actual state)
 - an idea of what the final state should be after the change (target state)
 - it needs a plan (way)
 - it needs fixed stops along the way and a check whether you are still on the right path
- and
- it needs people who follow the path, support, reflect, moderate those affected by the change* and those who accompany you on the way. This scheme is independent of whether you want to change your own life or a company, a country or the world.
 - after a certain time you should check whether you are on the right track and whether the change is still taking effect or whether it was only temporary
 - you should also be honest and check whether the change has brought what you have set out to do.
 - **Attention, please look carefully!** Often from the outside it looks as if the change has been implemented, but internally the old programs are still running and the old structures are still active under a new name. Often observed in companies; Bosses report the change as complete, but internally everything is going as usual and everyone wonders why the result is still as bad as before or even worse

***The purest form of insanity is to leave everything as it is
and at the same time expect that something will
change***

Not exactly who said it first

* It does not help if you change and e.g. do not initiate your partner and/or family, colleagues or try to take them with you