

# 2022 MIDWEST DAMAGE PREVENTION TRAINING CONFERENCE

## Are You Stuck?

# Understanding the Biology Behind Transition and Change

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## Other Experience

- Professorial Lecturer, The George Washington University – 2006 to 2014
- Summer Lecturer, Georgetown University – 2011 to 2018
- Founding Member of the Association for Change Management Professionals (2011 to Present)
- Author, Attachment in the Workplace: Managing Beneath the Surface (2019)
- Author, The Pivot Point: Success in Organizational Change (2013)

Doctor of Science, Management of Technology  
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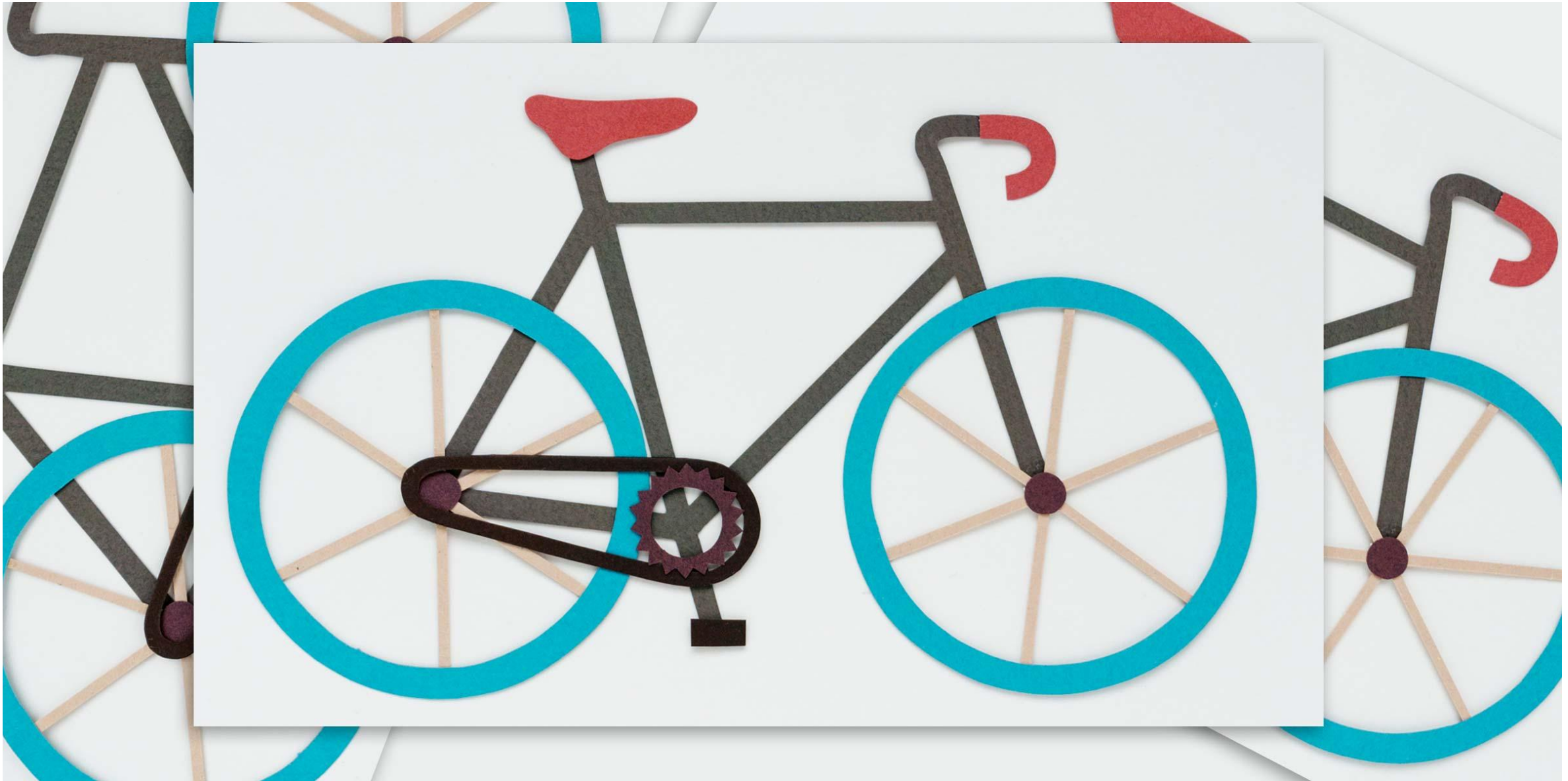


# Let's Start With a Few Questions:

- How many people in this room prefer an aisle seat vs. a window seat for a flight?
- Do you trust your supervisor to “have your back”?
- Do you depend on a current technology platform or a specific device to successfully complete your daily work tasks?

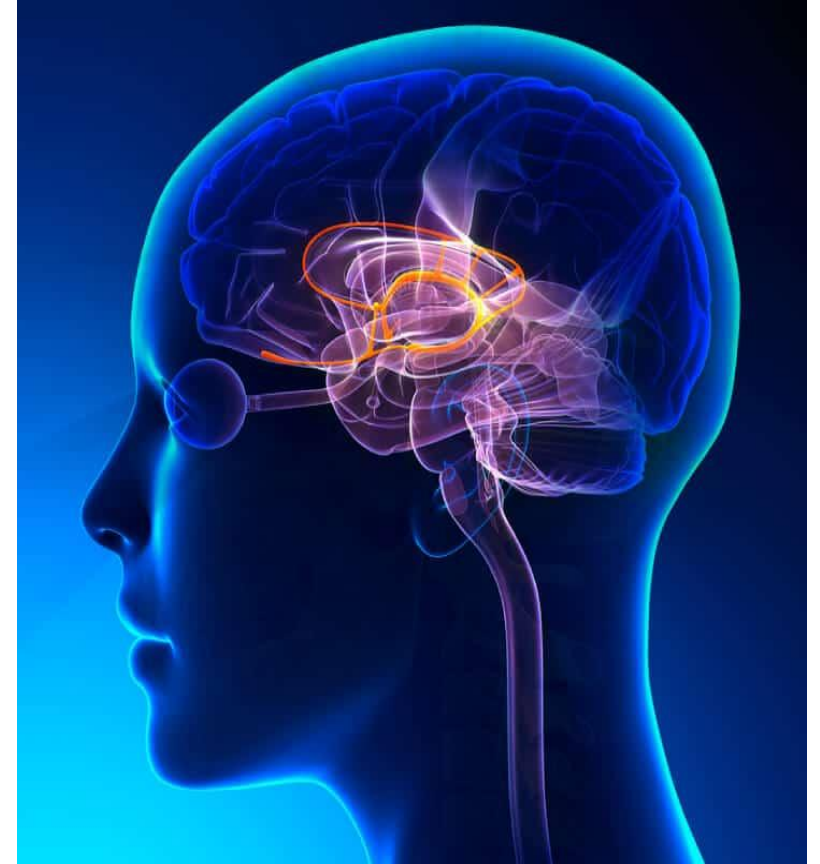






# Let's start with the Brain

- Our brain is made up of the cerebrum, cerebellum and brain stem.
- Deep within the cerebrum is the limbic system.
- Of all the areas of the brain, the limbic system is said to be one of the oldest and most primitive, having formed hundreds of thousands of years ago.
- The word that best describes what the limbic system controls would be “*emotions*.”
- The limbic system also helps us form and retain *memories*.
- These memories are formed based on past *learning* experiences.





The Limbic System manages motivation, emotion, learning and memory. It is in that area of the brain where attachment behavior originates. The human instinct to seek attachment connects us to others, to the world around us, and to the organizations within which we work. This behaviour spans our entire life. The bottom line, attachments are a biological response driven by the unique instincts of each individual to find tangible or intangible objects to “lean on” for support.





# We All Create Attachments

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Attachment behavior represents a need for individuals to maintain proximity to a specific object. This object can be physical (such as a leader or a technology) or it can be an abstract concept (such as mission or creed)

## WHAT ARE ATTACHMENTS

- Leader (or Leadership)
- Technology (Software or Hardware)
- The Business Process
- An Office Space
- The Lunch Group
- Your Break Room
- An Idea... like a Mission or a Culture...



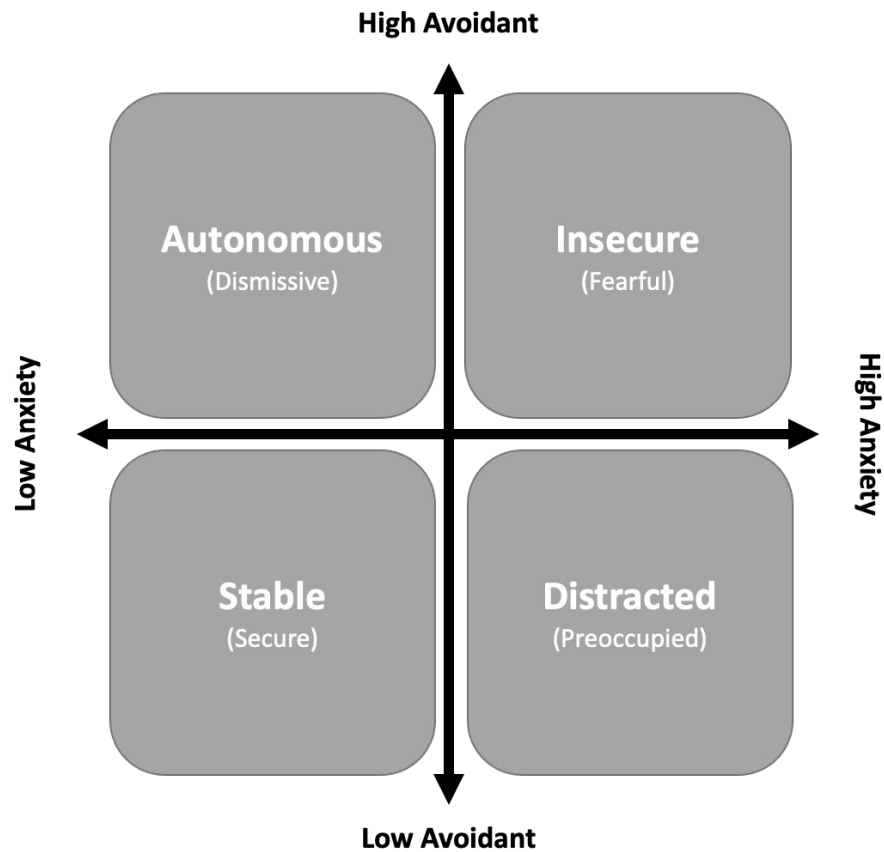
# Neuroplasticity



Neuroplasticity is a term that refers to the brain's ability to change and adapt as a result of your experience. Based on those experiences, your brain has the capacity to create new connections and reorganize pathways.



# Attachment Styles



## Sample Questions from the Attachment Styles Index (ASI)

	Stab	Dis	Aut	Ins
I do not enjoy tackling tasks that are completely new to me.		✓		✓
It is difficult for me to be alone. If alone, I feel stressed, abandoned, hurt, and/or angry.	✓	✓		
I find myself minimizing the importance of close relationships in my life.			✓	✓
I often expect the worst to happen in my relationships.		✓		✓
I feel comfortable expressing my own needs at work.	✓		✓	
I feel that people are essentially good at heart.	✓	✓		

Source: Grady and McCreesh, *Stuck*. 2022.





# Attachment Styles in Popular Culture

	<u>Stable</u>	<u>Distracted</u>	<u>Autonomous</u>	<u>Insecure</u>
<b>The Peanuts</b>	Peppermint Patty	Lucy Van Pelt	Schroeder	Charlie Brown
<b>The Simpsons</b>	Marge / Lisa	Homer / Smithers	Bart / Mr. Burns	Principal Skinner / Mo
<b>Seinfeld</b>	Kramer	Jerry	Elaine	George
<b>Friends</b>	Phoebe	Ross	Joey	Chandler
<b>Everybody Loves Raymond</b>	Debra	Marie	Frank	Raymond
<b>Sex and the City</b>	Charlotte/ Samantha	Carrie	Miranda	Stanford Blatch
<b>The Office</b>	Jim	Michael	Stanley	Phyllis
<b>Mad Men</b>	Bert Cooper / Joan Harris	Pete Campbell / Peggy Olson	Don Draper / Roger Sterling	Harry Crane
<b>Parks &amp; Recreation</b>	Andy Dwyer	Leslie Knope / Chris Traeger	Ron Swanson / April Ludgate / Tom Haverford	Ann Perkins
<b>Brooklyn 99</b>	Captain Holt	Amy	Rosa	Boyle
<b>Gossip Girl</b>	Dan Humphrey	Serena van der Woodsen	Chuck Bass	Blair Waldorf
<b>Downton Abbey (Upstairs)</b>	Tom Branson Isobel Crawley	Lady Edith	Earl Grantham Lady Mary Dowager Countess	Lady Rose
<b>Downton Abbey (Downstairs)</b>	Mrs. Hughes	Daisy	Mr. Carson / Thomas Barrow	Mr. Molesley / Baxter
<b>Ted Lasso</b>	Coach Beard	Kealey / Ted Lasso	Jamie Tartt / Rebecca	Nate

# How do you become 'UnStuck'?



# Identify objects of support during times of change and transition.



## Awareness Test





# Attribute #1: Choice



# Attribute #2: Connection to Purpose

Connection gives purpose  
and meaning to our lives.

Brené Brown

“quotezancy”

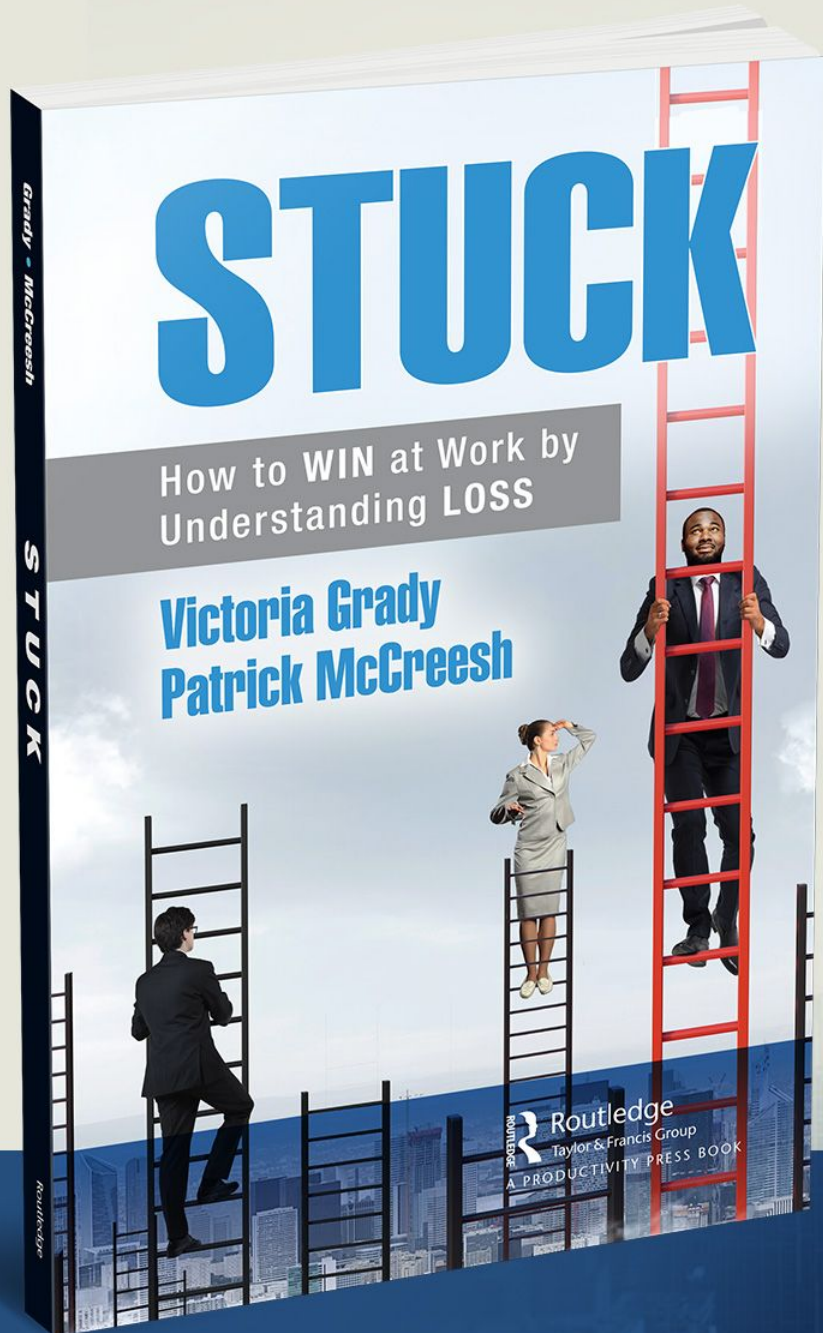


# Attribute #3: Build a Bridge









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