

GRADUATE TRANSITION WORKSHOP: CHANGEABILITY



FINDING MY WHY

My top 3 values



OTHER VALUES THAT ARE IMPORTANT TO ME:

1: UNLOCK YOUR PSYCHOLOGICAL FLEXIBILITY

- Checking in
- Two things can be true
- Self-coaching

CHECKING IN:

SELF COACHING:

A fellow graduate tells you they made a mistake at work and they're feeling terrible about it.

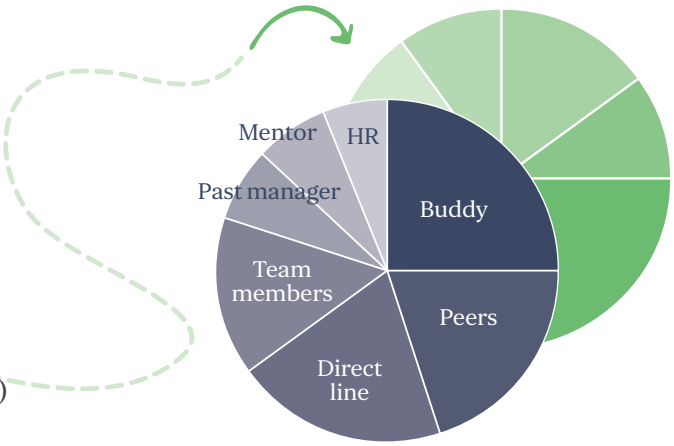
- How would you typically respond?
- What would you say in these situations? (note the tone you'd use)

Exercise 1

Exercise 2

2: USE WHAT YOU'VE GOT

- Friends
- Family
- Communities (local, religious, cultural, other)
- Interest groups (running, dancing, art, book club, other)
- GP, Psychologist
- EAP Employee Assistance Program (free, confidential)



MY SUPPORTS

3: DIG FOR DETAILS

“ Feedback is the breakfast of champions. Ken Blanchard

WHO	WHEN	HOW
Who do you ask so you find out all the important information you need to do your job?	When is the best time to ask for information? How do you avoid not having anyone to ask when you need it most?	How do your team members want you to communicate with them?

ADDITIONAL TIPS

For building rapport:

Consider OARS, a set of verbal and non-verbal communication skills that helps to engage and build rapport with others and assess their needs:

- **Open questions** – “Can you tell me more about this issue?”
- **Affirmation** – “It sounds like you’ve been trying hard to manage this.”
- **Reflections** – “So, it sounds like you’re feeling ...” / “It seems like you’re considering a few options.”
- **Summary** – “So to sum up ...” / “It sounds like the main points we’ve discussed are ...”

For receiving feedback:

1. **How do you want to show up here?** What’s important to you?
2. **Practice psychological flexibility:**
 - Drop Anchor – what are the monkeys saying?
 - Two things can be true – “I can make a mistake AND still be a good performer.”
 - Self-coaching – be kind to yourself.
3. **Dig for details.** For example:
 - Thanks for your feedback. Can you help me understand ...
 - ... what I could do differently next time?
 - ... how I could upskill in that area?
 - ... how you would usually handle that situation?

HELPFUL RESOURCES

Reach out to your GP:

- Find a professional - Beyond Blue

Reach out and talk it through:

- Beyond Blue 1300 224 636
- Lifeline 13 11 14
- Kids Helpline 1800 55 1800
- Parentline (different for each state)

Find a psychologist:

- A practical guide to finding good psychological support

Get clear on your values:

- Dare to Lead List of Values

Nancy Schlossberg:

- www.transitionsthroughlife.com

Take the self-compassion test:

- self-compassion.org/self-compassion-test/

Smiling Mind mindfulness:

- www.smilingmind.com.au

Rights and responsibilities when starting a new job:

- www.fairwork.gov.au/find-help-for/young-workers-and-students

The graduates guide to a new world of work:

- www.mckinsey.com/featured-insights/the-graduates-guide-to-a-new-world-of-work

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