

The Jungle Times Podcast

THE JUNGLE TIMES TRANSCRIPT

# HOW NATURE MANAGES CHANGE

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INTRO SOUNDTRACK

# How Nature Manages Change

Written by

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Welcome to The Jungle Times Podcast. I'm Lawrence Poole and this is Episode #13. It's called: How Nature Manages Change.

In this presentation, I'll explain how Nature commits us to greatness. We are energy, and therefore we are part of a much larger system that is meant to thrive.

Last time, I told you that we can actualize our higher needs by practicing a tithing culture, a psychic culture, and a spiritual culture. Creator's intent is that we give quality to life, that we expand our awareness and that we enter a state of grace to then actualize ourselves.

I also said that *to Survive & Prosper* we must first manage ourselves with *altruistic self-interest* and I discussed how to avoid the doings of the bad and stupid people who surround us. Bad and stupid people don't see that – like each of us – they are mere drops in the ocean when God is that ocean. In that sense, they don't even try to play by the rules.

Having said all of this – I'll restate my original idea for this podcast which is - to explain how the universe means more than out there, far away. It means everywhere, all the time. I explain that the laws of universe compel us to change our way of thinking, so we can better manage ourselves and our institutions.

This presentation is entirely about change. I think I'm very well qualified to expand on the subject. I know a lot about the conditions that cause change. Also – now aged 74 – I've lived through many huge changes – some willed and some not – and I've thrived through them all.

I'm sure the Covid-19 Pandemic can be classified as a game-changer for many people who – like me – were forced to new circumstances.

A corporate trainer and conference speaker, I was affected by the virus, its social distancing rules, and its imposed lockdowns. As a result, I learned to use podcasts and apps like Zoom to communicate my ideas. Even that was interrupted when I caught the virus myself... which explains the delay between my last podcast in September 2021 and this current one, July 2022.

Covid-19 is causing huge changes... but I am ready for them.

Already, I've survived close encounters with several hurricanes, tornados, and earthquakes. I hit a metal pole at 70mph in a tragic car accident. That changed so many things in my life: I was declared dead 4 times, was on a respirator for 6 weeks and was totally paralyzed. The accident changed my direction.

So, in 1996 when hurricane Caesar hit Costa Rica, the devastating storm isolated Suzy and I in the Valle El General for 5 weeks.

To past the time, I took the opportunity to give the subject of change some very serious thought. I experienced the land around me transformed by the deluge rushing down the 3000+ meter high mountains into the valley and I became very curious. I wanted to see *how* Nature would manage all the changes that surrounded me.

I gave some serious thought to how we could minimize the impact of catastrophic changes like hurricanes or accidents or even pandemics.

Contemplating the change process, I realized that most people are not prepared for the negative impact change can bring to life. Most of us react to change with a general feeling of powerlessness.

I was very cognisant of my own lack of preparedness *after* my accident. I had things to do that next day, places to be, and people to meet. I had a full agenda, but nothing foretold how my life would be radically interrupted in a sudden instant.

I was oblivious to it - until I woke up next to the hospital's morgue and now on a completely different path. I learned that *while it's true*

*that we don't always have a say in the events or circumstances that affect us*, we do have a say in how we'll react to those events and circumstances.

I learned to overcome the negative effects of the changes that I'd suffered. By the time the 1996 hurricane hit, I knew how to overcome all kinds of changes.

I contemplated questions related to origins of change in those weeks we were isolated, and I listed 8 circumstances that cause change in life. I found that we have a direct influence on two of those sources of change, but only an indirect influence on the other six.

I named the 1st source of change *creative intent*. Some might call it inner wisdom, but we can agree that it's a sudden knowing. We'll recognise that *creative intent* is the voice of reason telling us what to do or not do, what to say or not say, etcetera. It is our inner wisdom recommending the changes in behaviour or direction that benefit us.

We have a direct influence on changes brought about by our own intent because we can choose how to implement it, and when to adopt a new behaviour or direction, or we can choose to completely ignore our intuition and do nothing... except suffer the consequences of our inaction.

An interesting fact is that if we do nothing, *creative intent* continues to manifest itself like a voice crying in the desert. That can cause dis/ease or major upsets like an accident. People try all kinds of ways to silence that inner voice: Alcohol, drugs, and excesses of every description. From that added stress, burnout, dis/ease or accident soon to follow.

I think ignoring our power to choose is stupid because the ignorance becomes a force that works against us. As we must constantly work to justify our inactions, we waste colossal amounts of time and energy to build the wrong habits. Action/Reaction law says those bad habits lead to bad karma.

Folks – as you probably know, we live in a chaotic world that's the cause of a variety of psychological problems. This is why it is so

important to act positively whenever you can. To resist feeling powerless.

In Episode #3, I explained how Nature's 9<sup>th</sup> management principle is self-empowerment: i.e. - the notion that a system that is self-aware, can change its own character, behavior, and circumstances.

I can offer a very personal example: After I left the Hospital from my accident, home alone and thinking about my new life as a disabled man, and this with very little enthusiasm, I was arriving at dismal conclusions. I laid in bed, entertaining the most negative thoughts.

At a certain point, I felt as if I was slipping into a deep pit. I realized that I was falling into a depression, and it frightened me. I experienced the physical sensation of falling so I grasped at the sides of what seemed a long, narrow tunnel and I tried to orient myself.

I felt that if I didn't act in that instant, it would be very difficult for me to rise out of the depression. That frightened me even more, so I immediately transferred into my wheelchair and headed to the phone.

I called a friend and asked her to meet me for a beer. She agreed and we spent the afternoon in a Tavern that I knew to be wheelchair accessible. A very pretty girl, my friend has a great sense of humour, and we had a super time and shared a lot of laughs that completely transformed my mood. It gave me the resolve to forge ahead... in spite of the hardships.

I recognized that my decision to act saved me from the abyss. Body/mind is said to burnout when it feels obliged, or believes itself obliged, to pursue a path it no longer desires. The unwillingness to go forward caused me a stress that risked sabotaging me. To avoid the negative outcome, I had to choose to work at consciously building a more joyful life.

That first cause of change – one's intent leads to the 2<sup>nd</sup> cause of change in life: **Our significant relationships**. Ahh those other people in our lives who will constantly push us to remember our

intent, they want us to be better, to apply ourselves, to work harder, to be nicer, to change all that ails us and to fix everything that's broken.

We don't have to suffer or to endure others, as we can manage their influence in our life. We can learn to listen without being defensive, to negotiate and to compromise. We can learn to distinguish between the good people in our life who have our best interest at heart, the bad people who only care about themselves and the stupid people who are largely oblivious to the harm they cause. We can then choose an appropriate strategy to deal with each of them.

Just think about the great number of marriages that end in divorce to recognize how the pressures provoked by the significant people in our life are the cause of all kinds of changes.

This is why we need to develop a healthy kind of creativity to manage our relationships. We also must develop the capacity to negotiate and to compromise to benefit the couple, the partnership, the family, or the larger whole. We need to learn to recognize that the law of love includes *self-love*... or self-esteem and self-protection.

We should also recognize that sometimes our only influence is to love others sufficiently to let them live their life – without the condition that you live with them. Love without condition means you aren't obliged to adhere to a particular path, only make sure that your path has a heart.

There are many ways to manage the changes that others bring into our life. It's up to us to decide the kind of relationships we want, and how we'd like them to work. It's all a question of personal power: If you feel that you tolerate your ex- for only one hour without blowing a gasket, your strategy consists in knowing you can leave him or her in 55 minutes.

So, we have a direct influence on the changes suggested by our inner wisdom and by our significant others.

Think about that... I'll be right back with the 6 kinds of change where we only have an indirect influence... and what we can do about it... so stay tuned...

## INTERLUDE

I'm back. I said that we have a direct impact on first two sources of change – a creative intent and our relationships – and we can have an indirect but very real influence on 6 other causes of change.

**The 3<sup>rd</sup> source of change is the marketplace.** We interact with changing market conditions all the time - even if we only have sporadic awareness of some of its conditions, and a little more for others. I think most of us might check prices before deciding what to buy and some of us even consider the source of the goods and services that we purchase for example. People who are more involved in buying and selling are more concerned with them... and can have more influence.

The market influences us – suggesting what we should eat, drink, wear, do, how we should medicate, act, or where we should go, and much more. We also influence the market. We choose. Our influence might only be indirect, but we can increase it by focusing on the quality of the offer. In common interest for mutual gain, we can link with others to exert pressure on the prices we pay for products and services, and how they should be offered to us. We can even influence the basic ingredients goods are made from and how we are serviced.

Today, thanks to the Internet, consumers are more informed than ever before. The rise of virtual communities has given us the capacity to promote or castigate any company or brand, anywhere. More powerful than any other kind of publicity, anyone can influence decisions by launching a media campaign that will rally family, friends, and social networks to a particular point of view.

Customers have more influence than ever before because we are no longer isolated. We can join special interest groups where we can exert pressure on the market and force it to adhere to the best practices. We can help the marketplace or hinder it.

In this same way, any business - even the smallest mom & pop shop - can join with others and create an alliance that will better respond to consumer needs by influencing the behaviour of their suppliers.



We can also concentrate on reducing our consumption, shopping for products that are locally sourced, and we can purchase our goods and services from those mom-and-pop shops. A movement encouraging us to think globally and to act locally is in full swing, and it doesn't seem ready to go away. It's more relevant in these times of challenge ...what I call *The Jungle Times*.

I think the consumer influence will continue to gain strength and to grow. We now have more choices than ever before, with a variety of offers almost impossible to imagine 10 years ago. A greater percentage of world citizens has the financial capacity to participate in the digital marketplace. For local businesses, the challenge is to innovate so you can distinguish yourself from the competition.

I suggest we invest in our creative capital to compete in this new world. We can start with adopting the best practices in our sector of whatever industry. A quick Google search will tell what they are. Start there because the competition is already doing that.

Distinguish yourself by deciding how to improve on the market's offer! Listen to your clients. They'll tell you what they want and reward you for supplying it.

You can influence the world's ideas, products, and services by adding value to them... How can you make the world better? You can also increase your influence by exploring a new territory or market or finding one that is underserved by its existing suppliers, ignored by the competition, or poorly served by your rivals. In this digital age, communications have never been easier or faster. Imagine – you can Facetime anyone, anywhere, anytime...

In fact, innovation is Nature's way of influencing ever-changing conditions. Nature favours creative thinkers who influence others with their leadership. In this context, anyone who has real time access to information, who can understand it, synthesize it, interpret it, and then share it, has an advantage over the competition. And that is real influence!

That brings me to a **4th source of change** where we seem to have little influence is **The Government - local, regional, national.**

With a stroke of a pen, a government leader can cause havoc. In fact, most of us might agree that we've seen more blunders in how this Covid-19 pandemic is managed to show us just how incompetent our decision-makers are, and how mismanaged we are.

All to say that even if you do not have a lot of influence on how the laws are made or how leaders react to a crisis, you can have significant influence on how the laws are implemented, or not.

You can protest bad rules and laws, and bring amendments to them, or you can wage political campaigns against them. You can express your agreement or disagreement with a vote. You can join protest groups or political parties. You can solicit allies to your cause. You can become a full-fledged activist. Let's remember how Nelson Mandela was imprisoned for 27 years before being released, and how he then became South Africa's first black President.

For good or bad, the power of one to affect the destiny of many is the domain of politics. In Episode #12, I pointed to the universal politic as the law of love, but local personalities will continue to do their own will.

Causing political change might look like an impossible job but one person can do a lot of real work. I'll use my own example, severely disabled, I've been a spokesperson for the right to access for disabled persons for many years. Originally, I founded *the Action Committee for Disabled Persons* to help a friend, a quadriplegic who was being hassled by the Social Welfare System. After his cause was settled, I co-founded a Provincial coalition of disability groups. It proposed that Government fund a permanent committee to represent the interests of the disabled community, and that idea was accepted and became law.

Then I was elected President of K eroul, the official spokespersons to the Tourism Industry on accessibility issues. With that, I would address the right to access public events and environments. I was

also President of ACAT – the advisory committee on accessible transportation – at Transport Canada. That committee consisted of representatives from the whole transport industry – planes, trains, buses, ferries, and car rental – and all the National organizations of disability groups – all sitting at one table. We met for 2 days every 3-months and hammered out the issues. We changed dozens of rules and laws...

While there is still a lot of work to do so disabled people can access a full quality of life, I noticed that those people involved in the struggle, they who volunteer to bring solutions, will see how positive change happens a lot faster than the people who sit at home and gripe over the problems do.

**The 5<sup>th</sup> kind of change is Nature** itself or what we sometimes call *Acts of God*. It constantly reminds us that we have no time to waste complaining because what it is, is. I have no doubt that the world itself suffers a huge number of changes. For example, Summer 2021 will be etched in history as being totally memorable in a very negative sense: There were devastating fires in Western Canada, torrid temperatures and drought in the southwestern USA, killer floods in Europe and China, both forest fires and floods in Australia, and much, much more. Nature's wrath was unleashed!

These local disasters affect the whole world. Consider how a volcano erupting in Iceland paralysed air travel throughout Europe. We most often think that we are victims of Nature... but we can be prepared for seemingly catastrophic events. I explained how Suzy and I were victims of hurricane Caesar but let me emphasize that its effect on us personally was minimal.

Despite the ferociousness of that storm, we were protected by - 1. the very many mature trees and plants that populated our 60-acre jungle reserve, and 2. by the relationships we'd nurtured with our neighbours. I'll share an anecdote: As we were isolated from the Costa Rican capital for 5 weeks by the 83 avalanches that blocked the 130-kilometre highway between us and them, about a week after the deluge, I was advised that my new jungle-wheelchair was ready and waiting in San Jose.

A mechanic-buddy who made it was looking for a way to have it deliver it. A disabled person himself, he communicated his request to his network and the transport was quickly arranged: Firefighters picked-up my jungle-chair with their truck and delivered it to the Airport. There it was loaded aboard the private plane of José María Figueres - the President of Costa Rica - who flew it into the Valle El General. He was greeted at a local landing strip by our own Fire Department, who then delivered it to me at home.

You can benefit from influence during natural disasters and acts of God if you first change your own habits. You must become a steward of your local environment and the people who live there, and then you will inherit the state of grace that attracts creative benefits.

All good ideas aside, **the 6th source of change is the macro-economy** and the “Banksters” who manage it. Like government, banks can provoke disastrous changes to our lives with the flick of a pen. And they do this by fudging numbers.

I experienced it personally in 1983. At the time I owned a company that manufactured hot tubs and saunas. When you are selling home improvements that cost thousands of dollars, the worse thing is to watch interest rates climb. That year they climbed to 25%. Unless you have very deep pockets, you bite the bullet and close your doors. You lose... the bank wins.

Think of those sub-prime mortgages in 2008 when thousands of people lost their home. This because greedy bankers created fraud. Yet – as the story is told - the banks were bailed out by tax-payer money. Deemed “...*too big to fail*...” they were bailed out with massive amounts - from which bank executives immediately paid themselves huge bonuses. The U.S. Treasury Department was authorized to buy \$700 billion worth of toxic assets from crooked companies so they could replenish their balance sheets with safer assets. Treasury was also authorized to buy up to \$250 billion in bank stock, providing them with capital. Imagine what all this money could have done had it been earmarked to fix real problems?

We might not think about it, but financial disparity and social injustice cause a lot of pain and hardship in the global village, and

repercussions are felt right on our doorstep. The jobless poor young men from “over there” will fight jihads for social justice. We see the injustice in the way vaccines were recently appropriated to favour the wealthier countries over the poor ones in. It’s as if we believe that geography can stop a virus. The hic is that this kind of short-sighted thinking is a far cry from what’s in our altruistic self-interest.

Earth is a global village... so it is in our interest to help our neighbours because what happens over there, has consequences over here. Whether we like it or not, whether we are ready or not, the universal politic sees reality as: *One Planet, one People*.

What we do locally affects the whole Earth and that brings me to a 7<sup>th</sup> **source of change: Technology**. Whether updates or full-scale changes to our personal devices, or the various other breakthroughs, or adjustment, or the changes in manufacturing or distribution processes, there is a wide variety of new technologies responsible for a great many changes.

New medical protocols and practices, fair-market opportunities and online shopping are the results of huge change. Technology is altering the way we meet, how we entertain and even how we consume information. It’s opened us to new opportunities by increasing our mobility and our connectivity. I don’t have to convince anyone about the influence this new digital age is having in our lives.

You – of course – have a tremendous influence on how that technology is used. You can instantly check facts; You can buy and sell; You can research and publish; You can learn and teach... in short: You can master these new technologies or become a luddite who’ll shy away and fear them. The more you’re into a new technology, the more influence you can have over it.

**My 8th source of change is cosmos.** For many, the concept of cosmos is linked to wacky ideas from the vast beyond. So how does cosmos affect us, even indirectly, and how can we influence it?

Pythagoras was the first to name the universe *cosmos*. The word means *order*, this as opposed to *chaos* which means *disorder*.

While it's true that cosmos has a vague meaning to many, we do know enough to think of larger concepts - like Nature's cycles or forces, and ideas like fate, karma, and serendipity.

In fact, Cosmos is linked to Creator's INTENT and, as such, it's always at work. Cosmos is a constant in the Time-Space continuum. For example, think of solar flares and how they affect the world's electricity grid. A burst of energy on the Sun can disrupt your access to the Internet here on Earth.

Personally, I remember many "*coincidences*" that surrounded my car accident. I was dead and now I'm not... so you can imagine that I experienced miracles.

Also, another time, I remember flying into Montreal's International Airport just as the city's lights went dark thanks to a freak ice storm that affected the whole Province of Quebec. It lasted many days and made all the roads impassable because of fallen trees and poles, broken power lines and thick coatings of ice. Emergency vehicles could barely move, and 15,000 military troops were deployed to respond to the crisis.

They rescued people and animals trapped in frozen wreckage. The troops were asked to evacuate the sick, to man shelters and to feed more than 100,000 people who were frozen out of their homes. Military engineers and technicians worked around the clock with hydro and telephone crews to fix and replace downed transmission towers and utility poles. In the crisis, the lives of thousands of people were negatively affected as they scrambled to meet basic needs.

Cosmos played well in Suzy and my life again. We landed that first night in complete darkness. How strange it was to move through an airport lit with only emergency lights. Our taxi ride home left us wondering how I'd gain entry to our apartment as we occupy the penthouse floor, and the electric elevators would be useless.

We were amazed to find that our building – which is across the street from Concordia University and connected to their emergency grid – was one of the very few places in town that had power. We had a brief blackout the next day, but it only lasted a few hours.

It's easy to think that cosmos has more influence over us than we have on it! To help us think that we do have some sort of mystic power over large events, we use stories – like Jonah and the Whale and Noah's Ark – to guide us. But even if we do have very little say in large cosmic events like those imposed by meteors, ice storms, or erupting volcanos, we can be prepared for the eventualities that we know can occur.

For example, we can actively work to repair our own environment. The many, many hundreds of trees that Suzy and I planted on our property in Costa Rica helped absorb an otherwise devastating rain.

You can predict the effects of climate change where you live and learn how to minimize the risks. There is a lot you can do. I'll paraphrase Carl Sagan: *“Nothing of interest will happen to you if you no longer can breathe the air or drink the water. Whether by fate or by accident, we are alive at this critical moment in the history of the Planet. Let's not remain inactive. Let's do something!”*

The ability to prevent disaster is part of our creative capital. We have a capacity to transcend apathy, to overcome old habits that are etched into our brains. We can open our mind and face the greatest challenges. We no longer have the privilege of feeling powerless! Change is inevitable so we must embrace it. We must learn to manage it.

Think about that... I'll be right back...

## INTERLUDE

Hello again. More than merely adjusting to change, we can learn how to manage it. I described the 8 causes of change as – a creative intent and your significant relationships - where you have complete influence - and the Marketplace, the Government, Nature itself, the Economy, Technology and Cosmos - where you have less influence.

People might agree that change is stressful - even has to do with life telling us to examine our way of being. Change forces us to adapt as individuals. Even if we know life transitions are to our benefit, they can still cause stress and be difficult to manage.

I noted a dozen changes you can expect at some stage in your life. I've already been challenged by many of them:

1. Moving is stress inducing – whether for a child, adolescent, or adult.
2. I mentioned that relationships cause stress, especially new ones; love should include self-esteem.
3. Marriage, arrival of a new baby and being a parent.
4. Career change, institutionalization, or incarceration.
5. A new workplace offers many stressors.
6. Divorce, separation, or recovery from infidelity.
7. Job loss or Retirement.
8. Sudden financial gain or loss.
9. Dealing with a serious illness or disability.
10. Aging and death of loved ones.
11. Questioning one's faith or spirituality.
12. Questioning one's gender or sexual identity.

Some spiritual leaders suggest that we should only deal with our 4 deadliest enemies. I call them - *Fear, Clarity, Self-Importance, and Old Age*.



#1 is *Fear* and that includes the emotional blockages that prevent you from taking actions required by a successful life. What is limiting you? Dare to see past those fears.

#2 - *Clarity* - explains the state of mind wherein we can clearly see the frame behind the physical world. You soon see that most people do not behave with altruistic self-interest. People behave in ways we classify as Good, Bad and Stupid. Your clarity lessens when you join one group to rail against the others. It is not enough to know the system is broken; you must work to fix it.

Your 3rd enemy is a sense of *self-importance* that allows us to somehow believe we are above the universal Action/Reaction law.

Self-importance allows you become prey to greed and the lust for power over others that consume life. Look around, figure out who sold out to those evil twins. Who is devoted to power and wealth?

And now face your 4th enemy – *Old Age* – as it reminds you that when you age, you have less energy... and thereby you are easier prey to those traps - fear, clarity, self-importance, and you now have a lack of time with which to correct your deadly flaws. After old age, life ends. And then entropy begins... Judgement!

The lesson to take away from all of this is this - LEARN HOW TO MANAGE CHANGE.

My observations in the jungle allowed me to conclude that anyone – all of Earth's flora and fauna – can manage changes if it is aware. As Dr Phil so often repeats – “You can't change what you don't acknowledge.” Change begins with «Awareness» but it must be followed with «Acceptance» and «Action».

Nature doesn't passively endure its billions of changes. It empowers every species to survive and prosper. Leading from example, we see that Nature has successfully managed a continuing transformation on Earth for 4.5 billion years. It manages all that change by managing 3 aspects of it - *simultaneously*. We can call them - 1. The chaos regime (...or that which must be changed.), the transition regime (...or the who, what where, when, and how of the change process), and the ideal regime (...or what will a change look like, why is it a better adaptation).

An easy example is the caterpillar. Before it becomes a butterfly, a caterpillar lives in a chaos regime. This because every caterpillar

consumes 175-200 leaves in a day (that's like a new-born baby drinking 100 pounds of formula in that same day) and as caterpillars only moves short distances, a small team of them can strip a bush in just a few hours.

Caterpillars will devastate a small forest in their life, so they live at the edge of chaos. Nature plans how the caterpillar should transform themselves into butterflies. Continuing as caterpillars is chaotic so they must undertake a transition. No one tells them to do this. Each answer its own DNA code. It builds a cocoon to protect itself during a chrysalid state. In this phase of the transition, the caterpillar undergoes a very complex and fantastical process.

Once the metamorphosis complete, caterpillars emerge as butterflies, who then fly off to a distant forest. That's the ideal - the ordered regime considers the world yet to be and, in the case of caterpillars, they get to eat to their heart's content... because butterflies can feed in a much larger territory.

In that same way a caterpillar does, we can choose what to become.

What will make *you* happy? What is on *your* bucket list? What will *you* change? Do you want a new career or to learn public speaking? Will you be a vegan, or will you master your emotions?

Like a caterpillar, enter your chrysalid and plan your transition. In my examples, that might mean going back to school, or joining Toastmasters International, or finding a mentor to guide you through the vegan scene, or learn yoga or any another relaxation technique? Then, like a butterfly, you can emerge once adapted for ideal conditions.

In continuum, the only constant is change.

Episode # 1 of this podcast is called *4.5 Billion Years of Success* and I illustrate how Nature's plan is for biological systems to self-organize to allow creative leaders to emerge. Episodes #9 & 10 explain how Nature favours that emergence.

Most people don't see change as a creative emergence though. People are creatures of habit who don't like change. Do you remember the book *The Hobbit*? Tolkien wrote: "*Hobbits hate adventure as it takes us away from our ale and cake.*"

Even if management rationalizes needed changes as an opportunity to strengthen the company or to align its practice with new strategies, employees usually see it in terms of risk to themselves and their career. For most people, change is neither wanted nor appreciated; it is troubling and upsetting. And it is often fiercely resisted.

Leadership is about managing change despite resistance, so what is a leader to do when faced with resistance? Good management means to understand the predictable sources of resistance and then to strategize around them.

A study by The Harvard Business Review reveals the main reasons people resist change. It lists 8 of them:

- 1. Loss of control.** Change interferes with our habits and can make us feel like we are losing control over our territory. Self-determination is the first things to go when we are faced with a change that is imposed. Creative leaders should allow those persons who are affected by a change to make choices whenever they can. People should be invited to the planning sessions to learn how to manage the changes, and to take ownership for the effects they manage.
- 2. Fear of the unknown.** When change feels like jumping off a cliff, people will avoid it for as long as they can. They prefer to be mired in doubt than to go blindly into an unknown. To overcome inertia, people need to feel secure. Leaders should create a vision of transition process, with simple steps and timetables.
- 3. Surprises shock people!** Decisions suddenly imposed on people, with no time to get used to the idea or to prepare for its consequences, will most often be resisted. It's easier to say No than to say Yes. Leaders should avoid the temptation to craft changes in secret and then announce them all at once. It's better to plant seeds — that is, to sprinkle hints of what might be coming and seek input.

4. **Everything will be confusing.** Change is about doing things differently... but just how differently? We are creatures of habit. Routines are automatic, so a change jolts us into wakefulness, sometimes in uncomfortable ways. Too many differences can be distracting or confusing. Leaders should try to minimize the number of unrelated differences introduced by a central change. Wherever possible keep things simple. Remain focused on the important aspects; avoid change for the sake of change.
5. **I'll lose my status...** The definition of change includes a departure from the past. People associated with the old regime – whatever is being superseded – will likely be defensive about it. When change involves a shift in direction – like in a war, a pandemic, or another catastrophe, or even a cosmic awakening, the people responsible for the old way of doing things will face scrutiny for being wrong in either not predicting the change, or for being incompetent for allowing it to continue. *Either way, any breakaway from the old status quo needs someone to blame.*
6. **We'll lose our identity...** Even the greatest change won't require that we throw the baby out with bathwater. The chaos regime is defined as what *MUST be changed*. People maintain dignity by celebrating the elements of the past that are worth honoring, so make it clear that even if the world has changed, enduring values are constant. Make it easy for others to let go of the chaos regime and move in transition to a world more ideal.
7. **I fear being incompetent.** Can I do the required? Can I fit the new? Change is resisted when it makes people feel stupid. We might express skepticism about whether the new idea will work or whether the digital initiative is an improvement, but down deep we are worried that our skills will be outpaced... or outsourced. Leaders must provide information, education, training, mentors, and support to any change of culture. Major changes require a period of transition and adequate resources. Frequent announcements should explain the changes that are coming, and an overlap between the old and new systems might include running two systems simultaneously in a measured transition.
8. **There'll be extra work!** Here is a universal challenge. Change indeed means more work. Those closest to the change

are often overloaded, in part because of unanticipated glitches in the middle of the change process. Leaders should acknowledge that change means hard work. They should allow people to focus on how to implement the needed adjustments and reward them for it. Offer perks - like free meals or spa days - and have rewards to recognize employees and their families – as they often make unseen sacrifices in terms of hours away from home.

Leaders should also consider how there may be ghosts to overcome!

The present has a past and ghosts from that past may be lying in wait to haunt you. If the status quo rules, the ghosts remain out of sight. But the minute things change, they feel threatened and so they begin to stir. If you look for cooperation or introduce something new or different, the ghosts will spring into action. Old wounds will be reopened, historic resentments will be brought to life and hopes for a happy future will be sabotaged.

Leaders can benefit from considering how Nelson Mandela structured his “**Truth and Reconciliation Commission**”. A court-like body with a mandate to heal the country by uncovering the truth about the human rights violations that occurred during apartheid, its emphasis was on gathering evidence and uncovering information – from both victims and perpetrators – and not on prosecuting individuals. Leaders must recognize that they may have to heal the past before attempting to sail into the future. Resentment will prove to be a drag on the system.

While we may not have much of a say about many of the changes we face in life, we always have a say in how we’ll adapt to those changes. We can choose the ideal. Nature’s intent is that we live long and prosper, but we must learn how manage change to do it.

*So... what about you? Do you experience change from the perspective of living in the chaos regime? Are you aware of the power you’ll acquire by exploring the transition regime? What kind of behavior must you adopt to move into cosmos, to experience the ideal?*

Thanks for listening! I'll talk to you next time, in Episode #14 titled – *The Nature of Managing Prosperity*. Don't be surprised if you totally enjoy the presentation.

Folks – awhile ago a listener wrote to say that she gets a lot from my podcast by reading an Episode Transcript as she listens to me explain things. She says the new ideas are easier to understand that way. If you want to try her technique, download a FREE copy of the Transcript from my website at [www.TheJungleTimes.com](http://www.TheJungleTimes.com) and then listen again.

If you enjoyed this Episode of *The Jungle Times Podcast*, please give it a positive review, subscribe to my Channel, and tell your friends about it.

If you didn't like it, please write to tell me why not.

Thanks again... I'll see you next time. Adios amigos.