



E-Mail Newsletter

AUGUST 16, 2006

AUGUST 2006 VOLUME 1, NUMBER 6

Taking care of you

I received an article at work about surviving and change, and after reading it I found most of it could also apply to grief. Here is the grief version I came up with. Think about it, print it out.

To adapt to change is to survive; to create change is to succeed.

In today's world, most people struggle merely to adapt and survive. This is often due to the unintentional failure to manage what some call the "hidden" side of the change process -- transition.

At first glance, change and transition might seem to mean the same thing. In reality, they represent two different and critical components of the overall change process. Both must be managed well in order for any change initiative to succeed.

What's the difference between the two?

Change involves the actual shift in the environment, in the external situation. Transition is the internal, psychological reorientation people go through in coming to terms and dealing with a change in their environment and in their lives. It involves a personal process that engages a wide range of individual emotions.

Unfortunately, most people do not pay a great deal of attention to the human emotion associated with transition. As a result, we lose touch with people who we thought would be there for us.

Managing Change

Managing change involves five key activities:

1. Establish the need for change. Be clear about the purpose and intended result of the change you need to accomplish. In our case, the death of a loved one.
2. Clearly identify your own grief and design a change strategy and process that aligns to your grief, paperwork, support groups, financial advisor, etc.
3. Seek to understand the transitions that result from the change, looking for and dealing with any resistance that may undermine the change, ie friends who think you should be over it, want to set you up with new mates. You may need to break away from these people and find others who will not tell you what to do or how to get through it, especially if they haven't been it themselves.
4. Implement the changes, generating short-term wins and consolidating those wins to create more change. Figuring out who to call for the services on the house, the banking, the car maintenance,
5. Use ongoing recognition of performance and success to permanently embed the changes in the new you. You can do it, it may take practice to get it right but you will some day.

Culture can be loosely defined as "the things we do around here to succeed." It identifies what is considered acceptable and unacceptable behavior. Culture is the shared understanding and agreement (often unspoken) on how things get done, who does what, and others values and beliefs. If the culture doesn't align with the change you are attempting to undertake, the odds of success are drastically reduced. Women will be taken advantage of at the car place, men can't cook. We can all prove these things wrong. Stand tall and be proud, we can succeed.

Dealing with Loss

Managing change requires understanding how people respond to it. In grief, typical reactions to change include:

- Feeling awkward, ill at ease, and self-conscious

"Friends

Helping

Friends."

• *Everyday*

is

A gift, that's

why

We call today

"the present"

- Feeling alone, even when everyone is going through the same change
- Feeling overwhelmed, like there is too much to handle
- Fear of not having enough resources
- Fear of the unknown

One of the biggest reactions to change is the fear of loss. In a business or your own personal or cultural environment, people tend to fear loss in three specific areas:

1. **Importance** -- attachments, roles and the sense of belonging. When these are at risk, people may feel abandoned and ignored. They get a sense of no longer being included, and feel a loss of personal significance.
2. **Competence** -- turf, structure, future and control over one's performance outcomes. When these are at risk, one may feel incompetent, out of control and suffer potential humiliation for not being "good enough" or capable in new situations.
3. **Affection** -- identity, meaning, connections and still being liked by others. People may find themselves working with new people and new situations. This tests their ability to build new relationships and be disclosing about who they are, thereby running the risk of not being liked by others.

The above affect every single person everyday, even if the sands of time could be turned back to our pre-death life. We all had those feelings before, now they are just so much bigger than life, because our lives have changed. We need to learn new things and accept what we can do, we need to realize if we have any shortcomings that's ok, we are still kind, caring wonderful people. This is life, life changes, we change. No one planned to lose a loved one. I always say this is the hardest job you will ever have, no time lines, no schedule. People heal in their own time. The pain from your heart being ripped out lessens as the scar heals; you will always have the scar and the memories but it can make you a better person. Do you care if people think you are a better person? Should you care? Nope, you do it for you, you do it for the loved one who died, you do it for the family that is still there with you, but mostly you have to want to do it for yourself.

Helping People in Transition

To help people move through the transition process:

- Show that you care by listening to what people are saying.
- Maintain connections and observe what people are doing
- Ask a lot of questions
- Look for signs of transition (anger, conflict, stress, absenteeism, etc.)
- Clearly communicate goals and objectives
- Show your concern through actions (keep your promises!)
- Encourage creativity and risk-taking
- Help people to action plan

In particular, asking questions will help people to move through the transition and give them some sense of control and direction. In doing so, you help people to begin exploring how to cope with, embrace and act in the change, demonstrating their commitment to its successful implementation. Good questions to ask include:

- Do you have enough information and awareness of the direction we are taking? If not, what information will be helpful to you?
- Do you have the skills and support you need to deal with the immediate challenges you face? If not, what particular skills and support are you in need of to be successful?
- Do you have the skills and support you need to deal with the transition you're undergoing? If not, how can I be of help in getting you the skills and support you need?
- Are you getting enough support and feedback from to make the right personal choices about your life and work? If not, how can others help in getting the support and feedback you need?

At the same time, don't neglect your own transition needs. Just because you're leading the change doesn't make you immune to the effects of it. Take the time to identify what you will lose as a result of the change and what resources you will need to get through it.

Once the change gets underway, continue to focus on your own development as a person and role model for the change process, and reinforce coaching practices that align to the progress of the change and the new environment. Recognize and reward the behaviors that support the change, and publicly celebrate the wins.

You can adapt to change and survive. Or you can create your own future by managing the change *and* the transition.

Excerpts from [Edgar Papke](#) is president of Living Change, Inc., a Denver-based consulting firm dedicated to helping business leaders transform the way they think about and manage change and transition.

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Until next month, Good Grief.

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Chatting Tips: staff@groww.org

When you do get in to the chat room, are you finding you can't keep up and the screen is too small, look up at the top right hand corner and click on the button which says FLOAT... it will open a new window... now MAXIMIZE that window by clicking on the square in the upper right hand corner... the square is between the "-" and the "x"... it will make the room larger, then type *chat fontsize 14 or 16

If you are having trouble connecting to the chat rooms, you may need to update your java. Are you getting that blue screen when you try to log on? Try this link and follow the instructions, it should solve your problem

<http://java.sun.com/getjava/download.html>

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Contact Information

For information or questions about GROWW, please write to staff@groww.org

Anyone who hasn't signed up a password for the message boards and would like to do so please go to the following link and submit the information required, please remember we are all volunteers here and it may take up to 48 hours to process your request.

<http://www.groww.org/community/boards/passwordform.htm>

Web Links

My name is Amanda Hale and I'm contacting you about our website www.memory-of.com. We are the largest online memorial website in America and I thought you might be interested in learning more about what we do.

Memory-of.com (www.memory-of.com) helps thousands of families create an everlasting memorial and provides a place to cherish and share a loved one's life through photographs, poems, music, video and heartfelt reflections. We provide a place for families to come together and show their support for one another. An example of a memorial site can be found at www.caylecepero.memory-of.com

If Memory-of.com is something that you feel justifies your endorsement, please contact me so we can talk about how you can add a www.memory-of.com link to your website and how we can add your website to our "Resources" section, potentially pushing thousands of new visitors to your website. In addition, we would also like to offer you the opportunity to become an affiliate partner with us, which provides you with the chance to raise money for your esteemed organization or a favorite charity that your organization supports **AT NO COST TO YOU.**

This is really a win-win situation for everyone, and I would love to speak with you further about this exciting opportunity. I look forward to hearing from you!

Regards,

Amanda Hale
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Gatherings

There is one being planned as a HALO/GROWW Roundup in Tulsa OK for all from September 14-18. The Tulsa Gathering is open to All members.

Thank you



A great big THANK YOU to the MN Widow and Widowers Gathering Hosts, Amy and Suzann. You two did an awesome job and we all had a great time. I love meeting new friends and family in person. They also raised \$ 1,025.00 for GROWW. AWESOME and WOW are all I can say. GROWW thanks you both very much.

AnneGD

Recipe

Short Cut Chili Verde Recipe---Kayelle

The flavor of this Verde would challenge a much longer version, any day.

It's important to note that I only make it with the brands listed, so I can't guarantee equally delicious results with other brands. According to my guests and family, this is the best Chili Verde, ever. I hope you'll try it..

3 lbs boneless pork shoulder, cut into bite size pieces (often sold as country style boneless ribs)
2 medium white onions, diced
3-6 fresh garlic cloves, minced
1 teaspoon ground cumin
1 (28 ounce) can " La Victoria green enchilada sauce"
1 (10 ounce) can original Rotel tomatoes & chilies
1 cup dry red wine (such as merlot or other dry red wine)
2 teaspoons salt
1/2 cup fresh cilantro leaves
1 cup grated yellow cheese
8-10 flour tortillas
4-6 servings

1 hour 45 minutes 15 mins prep

1. In a large pot, add 3 Tbs. olive oil. Saute' onion till transparent, add garlic and saute' 1 min, being careful to not brown the garlic.

2. Add the meat to the pot, and saute' until it loses color. It will release some liquid, leave it in the pot. Add the canned ingredients, along with the wine, cumin and salt. Bring to the boil, and then turn down heat to a slow simmer. Cover the pot partially with a lid and simmer for about 1 1/2 hours or until meat is tender to the bite.

3. Add most of the cilantro leaves the last 10 minute of cooking time, and serve in bowls topped with grated cheese and garnished with extra cilantro leaves. Serve with hot flour tortillas, and enjoy.

This freezes well in portions, for those of us who sadly dine alone.

Phil's Corner

Hi guyz, hope everybody is staying cool this summer. One of the most important things we need to remember during these dog days is to stay hydrated. I found this comparison of water & Pepsi that I had in my files under the heading: More useless information. Yeah yeah yeah I know what you're thinking. How does he keep finding this stuff, what can I tell ya it's a gift.

This is really an eye opener.... Water or Pepsi? We all know that water is important but I've never seen it written down like this before.

WATER

- ◆ 75% of Americans are chronically dehydrated.
- ◆ In 37% of Americans, the thirst mechanism is so weak that it is often mistaken for hunger.
- ◆ Even MILD dehydration will slow down one's metabolism as much as 3%.
- ◆ One glass of water will shut down midnight hunger pangs for almost 100% of the dieters studied in a University of Washington study.
- ◆ Lack of water, the #1 trigger of daytime fatigue.
- ◆ Preliminary research indicates that 8-10 glasses of water a day could significantly ease back and joint pain for up to 80% of sufferers.
- ◆ A mere 2% drop in body water can trigger fuzzy short-term memory, trouble with basic math, and difficulty focusing on the computer screen or on a printed page. Whew, thank God. I thought I had something seriously wrong with me.
- ◆ Drinking 5 glasses of water daily decreases the risk of colon cancer by 45%, plus it can

slash the risk of breast cancer by 79%, and one is 50% less likely to develop bladder cancer.

And now for the properties of PEPSI:

- ◆ In many states (in the USA) the highway patrol carries two gallons of Pepsi in the truck to remove blood from the highway after a car accident.
- ◆ You can put a T-bone steak in a bowl of Pepsi and it will be gone in two days.
- ◆ To clean a toilet: Pour a can of Pepsi into the toilet bowl and let it sit for one hour, then flush clean. The citric acid in Pepsi removes stains from vitreous China.
- ◆ To remove rust spots from chrome car bumpers: Rub the bumper with a rumped-up piece of Reynolds Wrap aluminum foil dipped in Pepsi.
- ◆ To clean corrosion from car battery terminals: Pour a can of Pepsi over the terminals to bubble away the corrosion.
- ◆ To loosen a rusted bolt: Applying a cloth soaked in Pepsi to the rusted bolt for several minutes.
- ◆ To bake a moist ham empty a can of Pepsi into the baking pan, wrap the ham in aluminum foil, and bake. Thirty minutes before the ham is finished, remove the foil, allowing the drippings to mix with the Pepsi for sumptuous brown gravy
- ◆ To remove grease from clothes: empty a can of Pepsi into a load of greasy clothes, add detergent, and run through a regular cycle. The Pepsi will help loosen grease stains.
- ◆ It will also clean road haze from your windshield.

For Your Information:

- ▲ The active ingredient in Pepsi is phosphoric acid. Its pH is 2.8. It will dissolve a nail in about 4 days. Phosphoric acid also leaches calcium from bones and is a major contributor to the rising increase in osteoporosis.
- ▲ To carry Pepsi syrup (the concentrate) the commercial truck must use the Hazardous material place cards reserved for highly corrosive materials.
- ▲ The distributors of Pepsi have been using it to clean the engines of their trucks for about 20 years!

Now the question is, would you like a Pepsi or a glass of water?

Have A Great Day and Share It With Others.