

# A Turkish Proverb...



---

Presenter: Spencer Niles, Professor

---

# Fostering Authenticity Through Navigating Change

---



Thriving professions  
and professionals  
embrace change.

“It’s those changes in  
attitudes, changes in  
latitudes. Nothing remains  
quite the same.”

– Jimmy Buffet

---

"It is not the strongest of the species that survive, nor the most intelligent, but the one most responsive to change."

– Charles Darwin



# How We Evolve as a Profession Matters



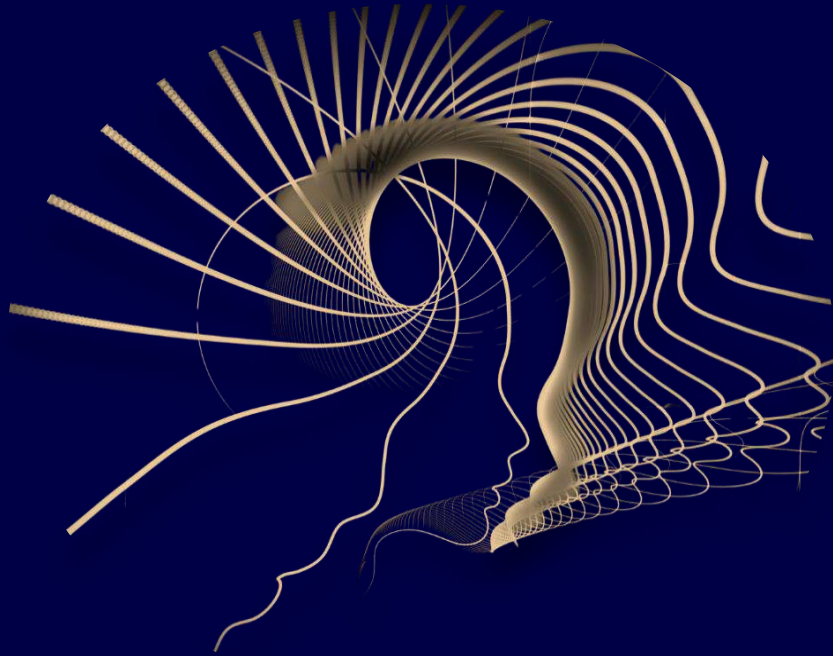
Theories emerge to nudge us toward being more responsive to gaps, needs, and circumstances.



Throughout our history we have relied upon new voices providing new ways of conceptualizing how careers develop, and creating innovative practices for helping people develop their careers.



Our relevance as a profession requires us to continually engage in important conversations and to ask the big (and sometimes uncomfortable) questions.



Donald Super noted  
that self-concept  
evolves over time.



“People change jobs and jobs change people.” – John Holland

To be authentic, you must learn to navigate change effectively

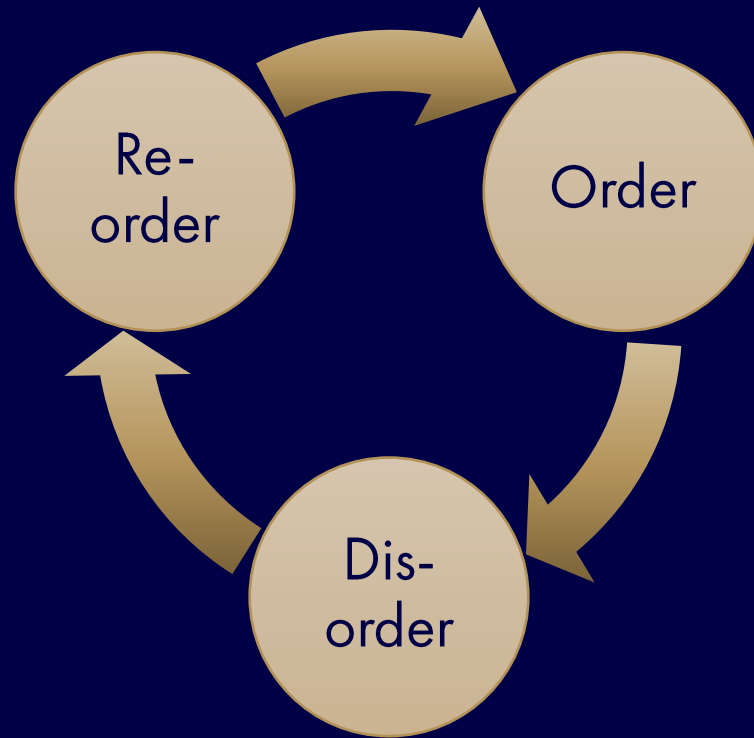




“All great change is preceded by chaos.”  
– Deepak Chopra

# Richard Rohr

---



# Organizations and Individuals Tilt Toward the Familiar



It's predictable



There can be comfort in discomfort



It supports the illusion of control and the elimination of ambiguity

# David Whyte

Why do we  
refuse our  
flowering?



**Metathesiophobia =  
Fear of Change**



I need your help so  
that I and everything  
around me will  
remain the same

I know what I'm doing  
isn't working but I do it  
so well!

What if a miracle  
happens and  
everything is  
suddenly better?

# Supporting Clients in the Change Process

# Resistance to Change Questions:

What is being  
blocked?

What is being  
ignored?

What am I protecting  
and why?

Are my fears in  
charge?

The spirit of evil is  
the negation of the  
life force by fear.

Only boldness can  
deliver us from fear.



Our need to  
change often  
intersects with  
our traumatic  
life experiences.



Early life solutions can become  
later life constrictions...



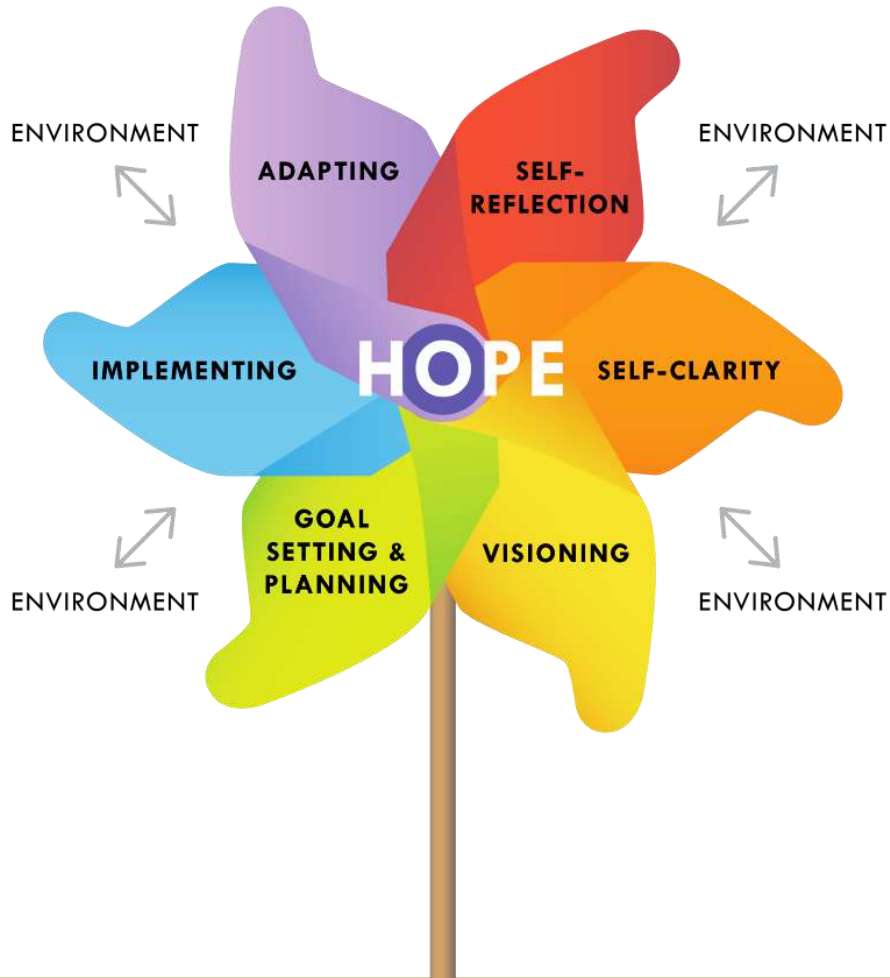


## 3 Key Ingredients for Noticing and Navigating Change

- Insight
- Courage
- Endurance

# HOPE-ACTION THEORY

Holding the creative tension between what is and what could be and doing something each day to close the gap between the two.



# Hope- Action Theory

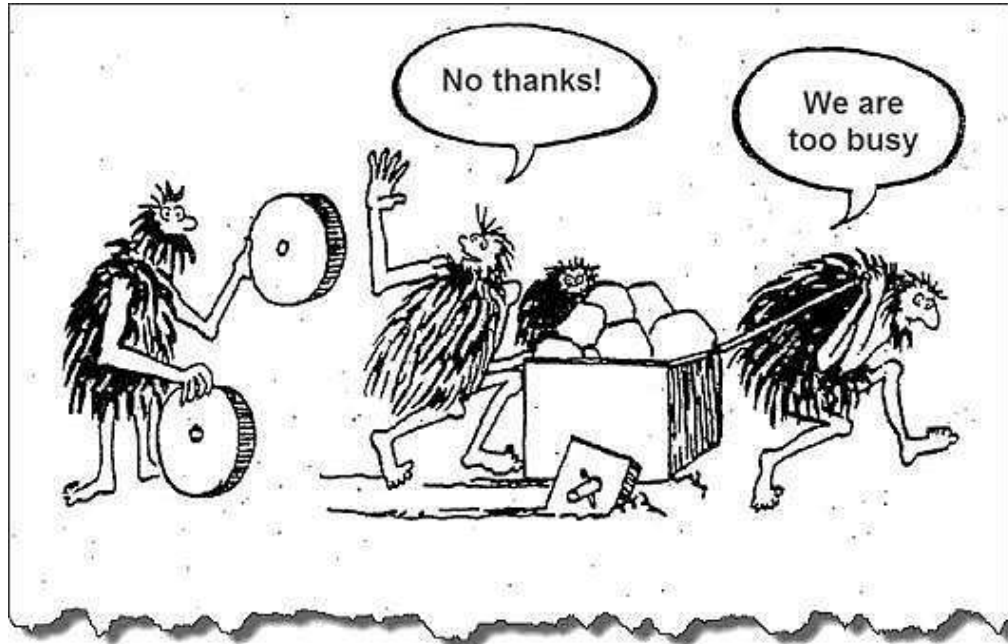


Note to Self:  
Pay Attention

# SELF- REFLECTION for Insight

Breaking the S-R cycle  
of tyranny

# “BUSYNESS” IS AN OFFENSE TO THE SOUL (and often keeps us oblivious to the obvious)





Engage in considering deep questions...questions that matter...



What is it you plan to do with your one wild and precious life?



# SELF-REFLECTION

What gives you a deep sense of joy?

What qualities and values underlie those experiences?

How do you express those qualities in the roles you play?





# SELF-CLARITY

for Insight  
and  
Courage

Turning questions into  
answers

# Fate vs. Destiny

We are not what happens to us...We have an appointment with destiny...will we show up?

We either transform our pain or we transmit it.

Actively master  
what you at one  
time passively  
suffered.



# • Consider your life as if it were a book.

---

- 1 Give your book a title.
- 2 Divide your book into chapters and give each a title.
- 3 List something you learned from each chapter.
- 4 Identify the name of the chapter you have yet to live.
- 5 Lists three actions to complete your future chapter.
- 6 Finally, write your dedication.



# VISIONING for Courage and Endurance

Identifying possibilities  
that resonate



**John O'Donohue**

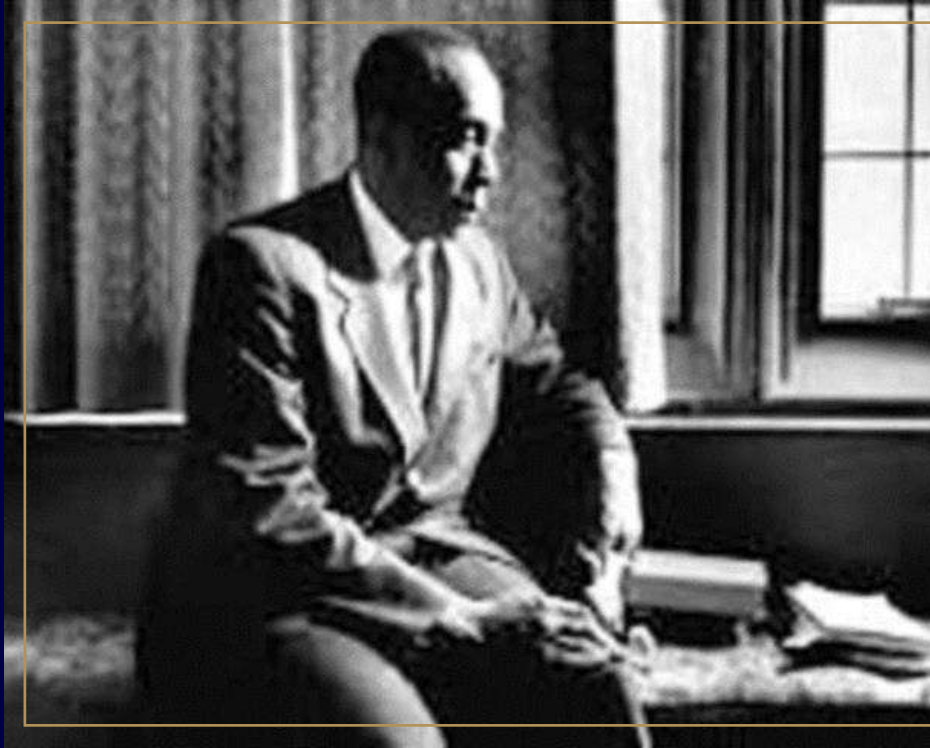
# Authenticity Teachers

- Communicate that **you matter** and **what you do matters**.
- Affirm your **unique self**.
- Inspire you.
- Challenge, support, and encourage you.
- People you know you can **rely** upon.
- Provide important **lessons about life**.
- Add **energy** rather than drain energy.



# AUTHENTICITY TEACHERS





# Howard Thurman

# As a profession and as practitioners we must ask questions that matter



Theories withstand the test of time when they are responsive to questions that matter.



Interventions have impact when they respond to questions that matter.



New theories emerge to take on our gaps in addressing questions that matter.

Spencer Niles, Professor

Thank you!