

The Five A's approach to change management and DEAR communication method are two helpful tools to help build your resilience when navigating change at work.

### Five A's of Change\*

#### Adapt

Skill transition, such as:

- Virtual event management
- Online content creation
- Alternative industry roles

#### Accept

- Control inventory exercise
- Focus areas: LinkedIn, certifications, professional groups

#### Anticipate

- Change preparation toolkit
- Budget planning
- Alternative employment list
- Support network check-ins

#### Avoid

Minimize other stressors, through:

- 5-4-3-2-1 grounding technique
- Self-care essentials
- Stress management

#### Alter

- 15-minute “worry window” technique
- 2-minute rule
- Quick action items checklist

### DEAR Communication Method

- **D**escribe the situation
- **E**xpress your feelings
- **A**ssert what you need
- **R**einforce the positive outcome you expect

### Additional Resources

**Crisis Lines:** 1-800-784-2433 or 9-8-8

**Mental Health Support Line:** 310-6789

**Drug and Alcohol Info & Referral:** 1-800-663-1441

**Mental Health Services:** [helpstartshere.gov.bc.ca](http://helpstartshere.gov.bc.ca)

**Mental Health Information:** [heretohelp.bc.ca](http://heretohelp.bc.ca)

**Free Wellness Program:** [bouncebackbc.ca](http://bouncebackbc.ca)

\*Adapted from Workplace Strategies for Mental Health