

Thoughts from your FCH EAP: Coping With Change

“Navigating organizational and personal transitions presents a meaningful opportunity to optimize resilience and foster professional growth. Change is an inevitable catalyst in the modern workplace, yet the psychological shifts that accompany it require intentional strategies to maintain well-being and productivity.”

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EAP Featured Article | August 2026 Understanding the Transition Landscape

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Change often disrupts established routines, triggering a natural stress response. Acknowledging that adaptability is a skill rather than an innate trait allows individuals to approach periods of uncertainty with a growth mindset. By reframing transitions as periods of optimization rather than disruption, employees can use new circumstances to develop advanced problem-solving capabilities and expand their professional skill sets.

Proactive Strategies for Coping with Change

To effectively manage the complexities of a changing environment, consider integrating the following practices into your daily routine:

- **Focus on Controllable Areas:** Determine which elements you can influence and those beyond your control. Directing energy toward actionable tasks—such as updating individual workflows or skill-building—significantly reduces anxiety and enhances personal growth.

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- **Maintain Operational Consistency:** During systemic changes, maintaining stable elements that you can control, such as start times, structured breaks, and regular check-ins with trusted peers, offers a sense of predictability.
- **Use Open Communication Channels:** Transparent dialogue is crucial during periods of change. Actively engage in team meetings, seek clarity from leadership when objectives seem unclear, and share constructive feedback to help shape the evolving environment.
- **Prioritize Cognitive Rest:** Change drains both mental and physical energy. Keep your battery charged by prioritizing adequate sleep, staying active, and practicing daily mindfulness.

Strength in Support

Embracing change strengthens your inner resilience, and you don't have to manage it on your own. Reaching out for support is a powerful way to move forward. From professional counseling and financial advice to tools for managing workplace shifts, the right resources can help you navigate life's transitions with confidence.

Utilizing Your Employee Assistance Program (EAP)

Remember, you are never alone. Confidential support is always available through FCH EAP at **800-777-4114**. Call anytime, 24/7, for immediate, in-the-moment guidance tailored to your needs. Whether you prefer in-person counseling or the convenience of virtual sessions, we are dedicated to helping you navigate life's challenges whenever you need us.

FCH EAP | Call us at 800-777-4114

If you or someone you know needs the Suicide and Crisis Lifeline, call or text 988 or use the chat function online at 988lifeline.org.