

CSC-192 Seminar #3 : Managing Change in Your Career

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(Please type in full sentences)

Q1: What does VUCA (world) stand for? What types of Mindset which prepares you to handle this effectively?

VUCA stands for Volatile Uncertain Complex and Ambiguous. The types of mindsets that prepares you to handle this effectively is to have an Agile(Flexible) mindset. To be able to adapt to change. Also you should have a resistant mindset. Things are not always going to be perfect so we have to be resistant. Lastly we have the mindset to care for ourselves as well. To much stress can be bad so we have to take care of our health(physical and mental.)

Q2: What are the change elements we need to focus on in order to manage change effectively?

The elements of change that we should focus on to manage change effectively are the Focus of change, the Scope of Change and the Need for Change.

Q3: Describe the Lewin's Change Process? List an example from your personal life and describe each stage?

Lewin's change process are broken down into 3 easy steps. These are unfreezing old habits, execute and lastly refreeze habits. An example in my own life is the start of every semester. I have to unfreeze old habits. Then I have to go to every class and get used to my new schedule. That is me executing. Lastly I get used to the new schedule and I refreeze my new habits.

Q4: Outline the Force Field Analysis of a personal change event you are going to embark in the near future? List the restraining forces and the driving forces for the Change? List a few actions you would to mitigate the restraining forces?

The force Field Analysis is made of 4 parts. The status quo which is the starting point. Then the desired state which is the finish line. There are then your driving forces things that motivate you and restraining forces things that stop you from achieving your goal. A personal change that I am going to make in the near future is move to LA for the summer for my internship. The restraining forces for this change are leaving my parents behind and feeling homesick. The driving force are getting a good job to help my family financially. Somethings that I would use to mitigate the restraining forces are positive reinforcement. I will remind myself why Im going to LA for. To put my family in a better situation.

Q5: Describe the transition stages one would go through when adopting a change? List a personal example on how you went through the transition stages?

We can start at a denial state, then a resistant state followed by an exploration state, then lastly we have the commitment state. One example was when I was in Air Force boot camp. I first was in denial that I was actually in San Antonio Texas getting screamed at away from my family. Then the resistant state came and I was slowly starting to accept the new change of scenery. By the end I was in the commitment state. I realized what I had signed up for and I started getting used to it and having fun with it.

Q6: Describe the Strategy Diamond for Personal Growth & Development? List your Plan of action for your Career after graduation?

The strategy diamond is made up of 5 parts. First Arenas is where we are going to focus are effort and what we will be doing. Then the staging and pacing which focus on timing of events. Then there is the differentiators section which is the section on how to stand out from the crowd. The vehicles section is how and what we will do to achieve our goal. The last section of the diamond is the economic Logic which is the section on how to handle your money to achieve your goal. My plan of action is to get a software engineering full time position which would be the Arenas part of the diamond. I want a full time job as soon as I graduate college which would correspond to the staging and pacing section of the diamond. I will do this by standing out from the crowd due to my high gpa and prior internship experience. That is the differentiators section. I will achieve my goal by working hard and building a network of people that can help me get a full time position as a software engineer. Thats the vehicles section of the diamond. Lastly is the economic Logic part of the diamond. I work 3 jobs so I will save my money until I get a full time position and then I will spend a bit more money.