



NATIONAL ASSOCIATION OF STATE ADMINISTRATORS
AND SUPERVISORS OF PRIVATE SCHOOLS

Coping with the Challenge of Constant Change

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2024 NASASPS Annual Conference

April 7-10 | Charleston, SC

No one likes change
except for a wet
baby...

And even they
don't like the
process!



The Challenge

Make our work
effective each
day *despite* the
reality of
constant change

What Forces Drive Change in Your Work?

Be Aware

Make a list

- ✓ In or out of your control or influence
- ✓ Impact on your daily work



Acknowledge Your Stress

Take the
Five Finger
Anxiety Check

Option 1: Let The Change Chaos Rule

The Cost of Crisis Mode

Are you

- Constantly putting out change fires?
- Holding your breath?
- Putting off hard decisions?



Option 2: Manage Your Response

Response Management is

- Forward Thinking
- ProActive
- Measured
- Collaborative
- Growth Oriented



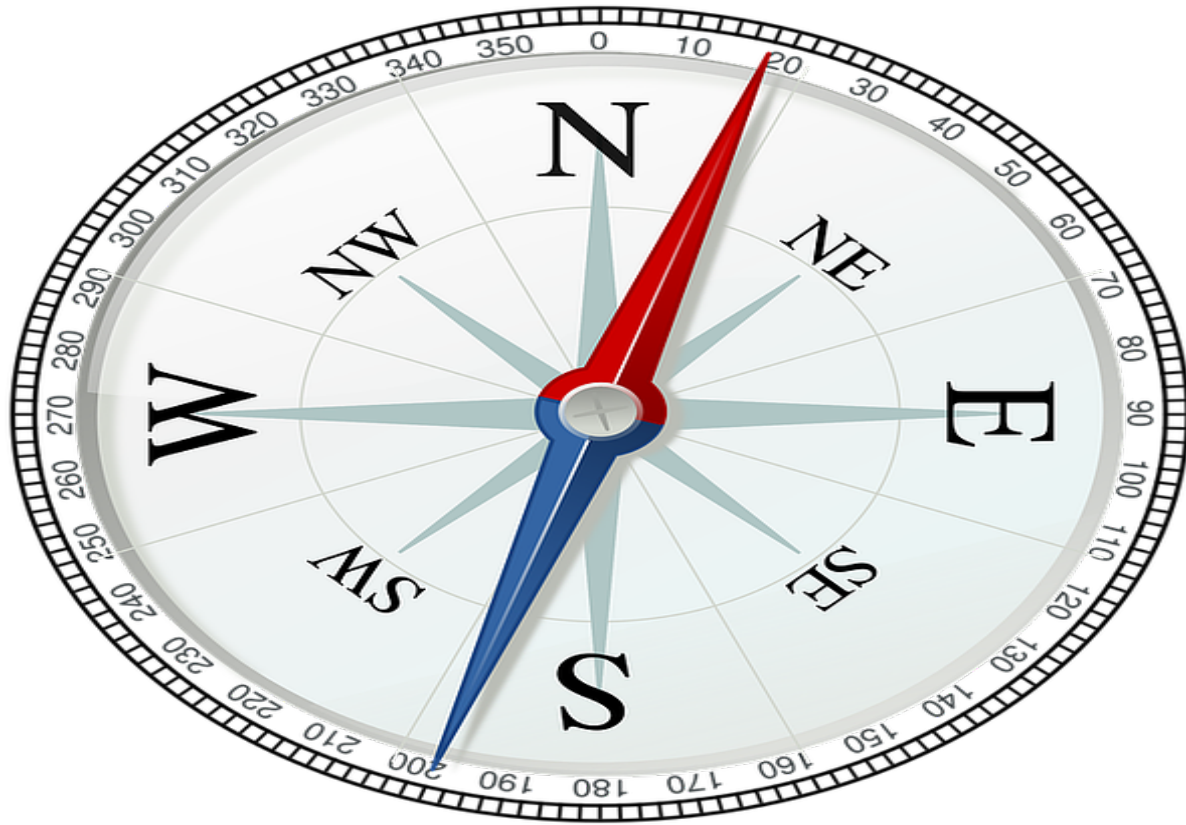
Five Ways To Keep Your Balance

1. Recognize the Emotional Toll of Change

- Hit pause
- Use self talk
- Give it time



2. Find Your True North



When you start to feel
lost in the storm...

- Center your sights on what is most important
- Find your path *through* instead of *around*
- Think *continuity* instead of *calamity*

3. Stay the Course

- Recognize what has not changed
- Focus on what you know and do well
- Stay grounded in your mission



4. Engage the Change

- Learn all you can
- Get in on the Beta test
- Participate to shape the change



5. Be Part of The Solution

- Check your attitude
- Act positive
- Focus on benefits instead of pain



Want to thrive in a change storm?

- Build your resilience
- Create a safe harbor



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Questions?

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Thank you!

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