



# Breaking Precedent: The Tools to Navigate the Unknown

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# Providing Value

**What can I do to  
add value in my  
role and  
thrive when there  
are potential lay-  
offs?**

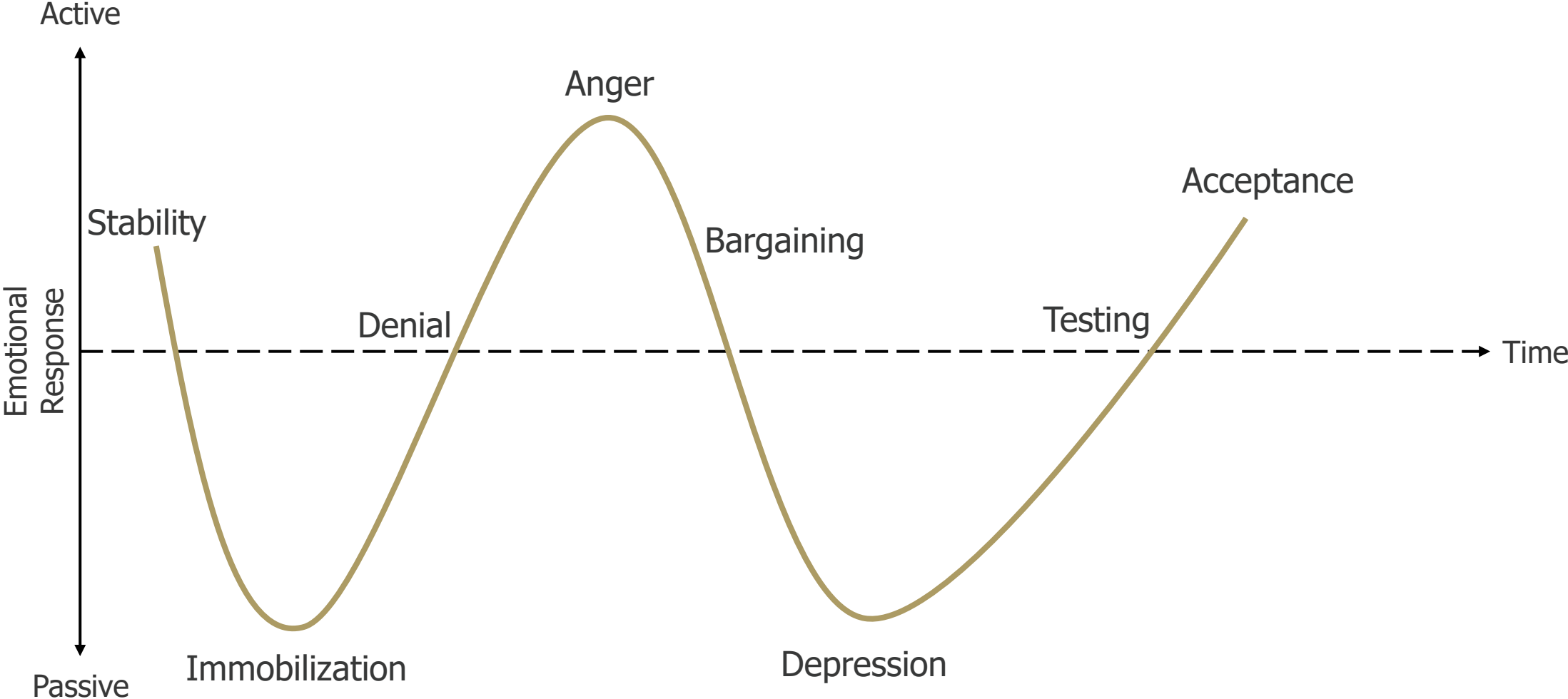


# Take Action

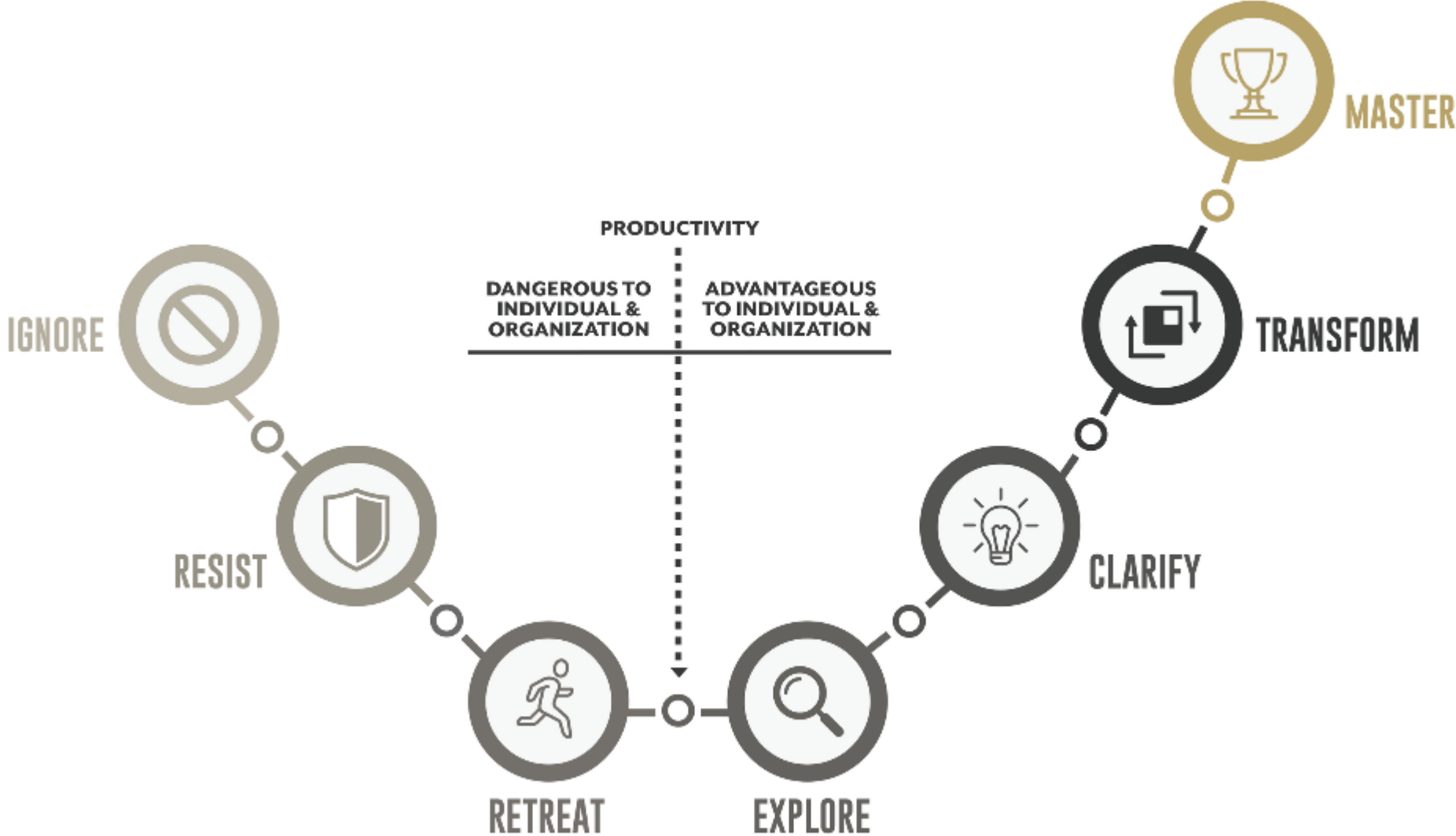
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**Don't Be Victimized By Your Own Anxiety**

# Kübler-Ross Grief Cycle



# Change Impact Cycle



# Coping Strategies

## Maladaptive

Conscious or subconscious reaction to stress taken to alleviate its impact but which ultimately exacerbates the primary stressor, generates secondary stressors or consequences, and/or erodes functioning.

## Adaptive

Learned mental or physical activity engaged in to alleviate the impact and sources of stress and increase functioning without exacerbating the primary stressor, generating secondary stressors and/or eroding one's general constitution.

# Coping Strategies

## Maladaptive

- S**eeking short-term pleasure
- T**alking or acting impulsively
- O**bsessing on problems instead of solutions
- P**assively or actively aggressing

## Adaptive

- S**elf-reflecting on emotions
- T**hinking long-term vs. short-term
- A**ccepting support from others
- R**esting and exercising in balance
- T**aking measured, values-based action

# Self Care

PRACTICE WELLNESS



Diet



Activity



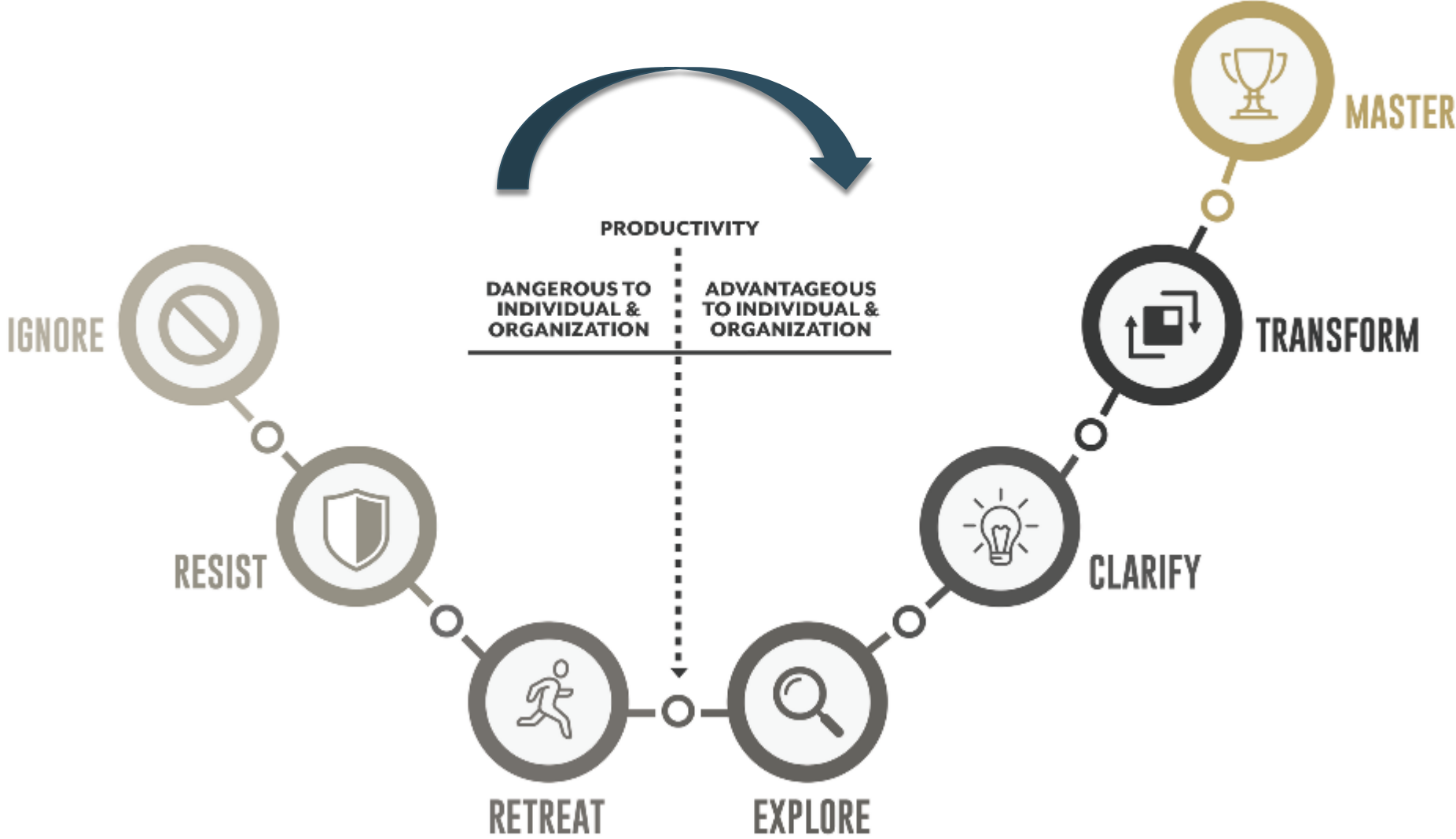
Meditation



Sleep



# Change Impact Cycle



# PerSynergy Consulting Coaching Model



# Reassess Your SCOPE



# Realign Your SCOPE(s)

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# Explore Your SCOPE



## ECOSYSTEM

- Who are the stakeholders, participants, and collaborators?
- Who are the key customers?



## PURPOSE

- Why does the team or organization exist?
- Is this new or modified in any way?



## OBJECTIVES

- What is the ultimate impact you are striving for?
- Is this a shared vision?



## CULTURE

- What is the culture you have? How do you know?
- What is the culture you need? How do you know?



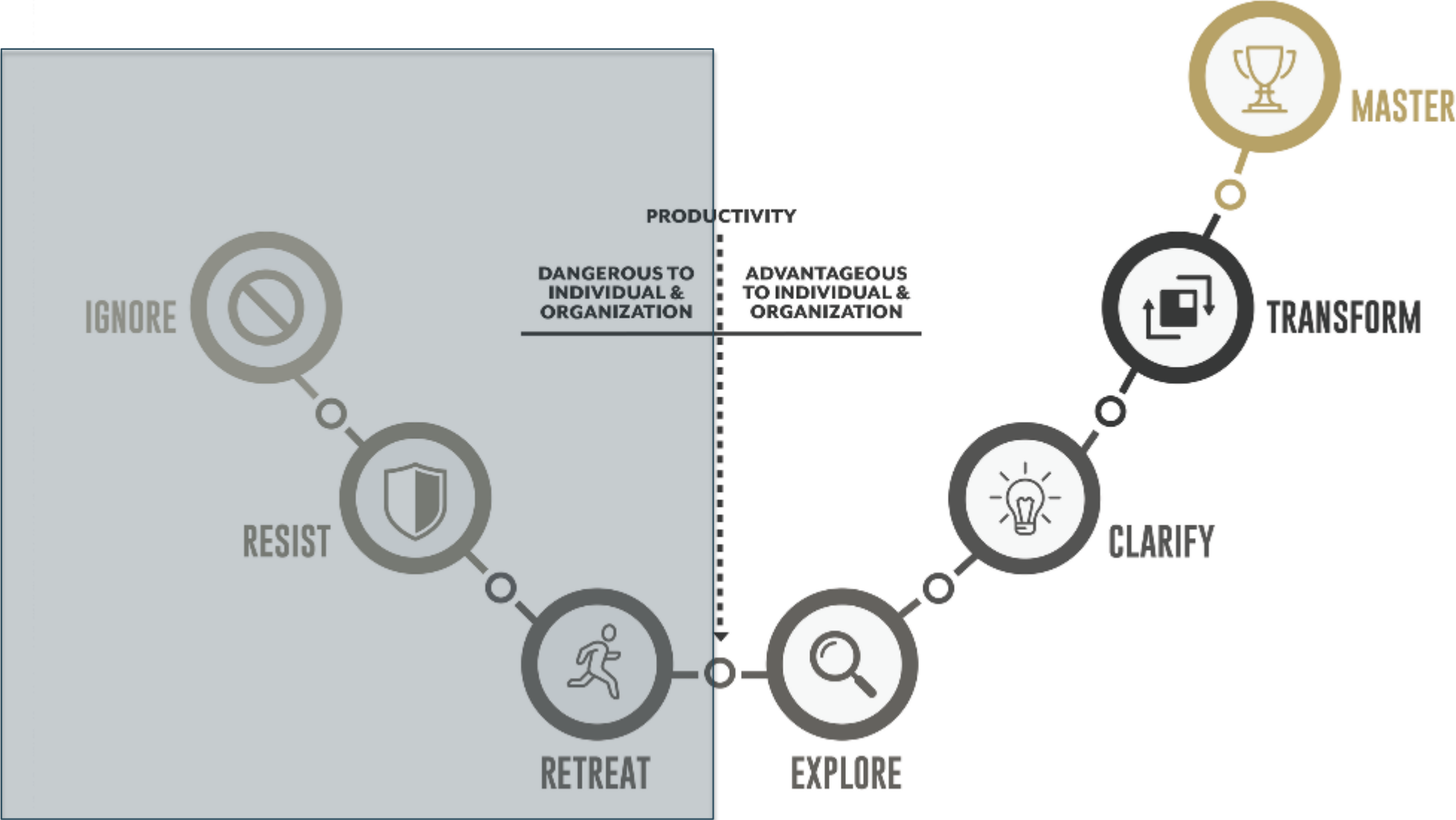
## STRATEGY

- What is the current strategy and why?
- Is this a change?



**The psychology  
and mindset of job  
loss. How do I  
remain resilient?**

# Change Impact Cycle



# Mindset

GET  
CURIOUS



EMOTIONS



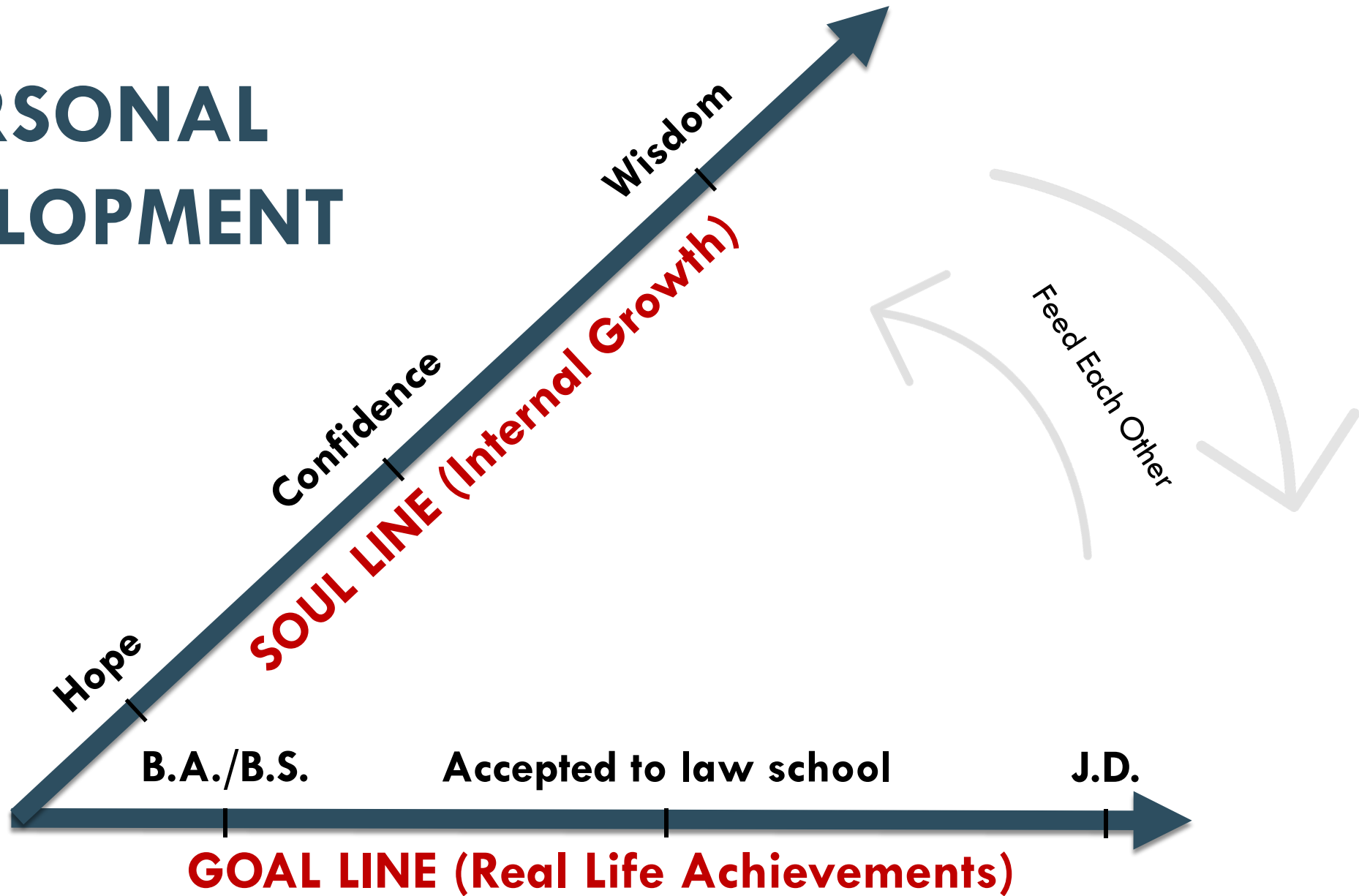
LIMITING THOUGHTS  
AND BELIEFS



BEHAVIORS



# PERSONAL DEVELOPMENT



# Explore, Clarify, Act

**I have no security.**

1. Is that true?
2. Can you absolutely know it is true beyond a shadow of a doubt?
3. How do you feel and behave when you believe the thought?
4. How do you treat yourself and others when you believe the thought?
5. Who would you be and how would you behave if the thought could disappear?
6. Turn the thought around to the opposite.
7. Name three ways in which the opposite is true.
8. What steps will you take as a result?