

# QSP

## Coping with the changing times



Using the Program, “Who Moved my Cheese?”  
by  
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## What are your Options?

"If you ignore the situation, change will slam into you and knock you off balance.

Getting angry won't make it go away- in fact, temper typically makes things worse.

Wishful thinking is a waste of time, too, so don't sit around thinking and talking about "the good old days" with the hope they'll return.

You can't even run away from it, because there's no place you can run that's beyond the range of change.

Might as well face the problems and find the opportunities.

How you think and how you act, become very important during times like these.

Obviously, you won't be able to control everything that happens to you. But you're in complete control of how you respond to what happens.

This is the Age of Instability, where managing change is everybody's job. Think of it as your personal assignment."

Price Pritchett and Ron Pound, The Employee Handbook for Organizational Change.

# Program Goals

1. Provide you with a new and positive way of looking at change so it works to your advantage.
2. Give you a fun language and method of thinking that will accelerate your and your organization's ability to change.
3. Show you a reliable way to win by doing what works in changing times.

## Agenda

- 🗨️ Introduction and Goals
- 🗨️ Who Moved My Cheese? - *The Movie!*
- 🗨️ Reading The Handwriting on the Wall in Your Situation
- 🗨️ Who Are You In The Story?
- 🗨️ Parts of All of Us
- 🗨️ Summary and Review



The four characters represent how we respond to change. When it comes to change, who are you in the story?

### Who Moved My Cheese? (Video)

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### Reading the handwriting on the wall



“Cheese” is a symbol for whatever is important to you- the way you do your job, relationships with other people, health, peace of mind, etc. The maze is where You look for “Cheese”- your organization, community or family.

What is *YOUR* Cheese, and where are you looking for *IT*?

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**What are you holding on to?**

**What do you need to let go of in order to succeed in a changing situation?**

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***If You Do Not Change, You Can Become Extinct!***

*Are you becoming extinct in the old ways you are doing things?*

Think of some once-powerful companies, individuals or institutions that are now extinct.

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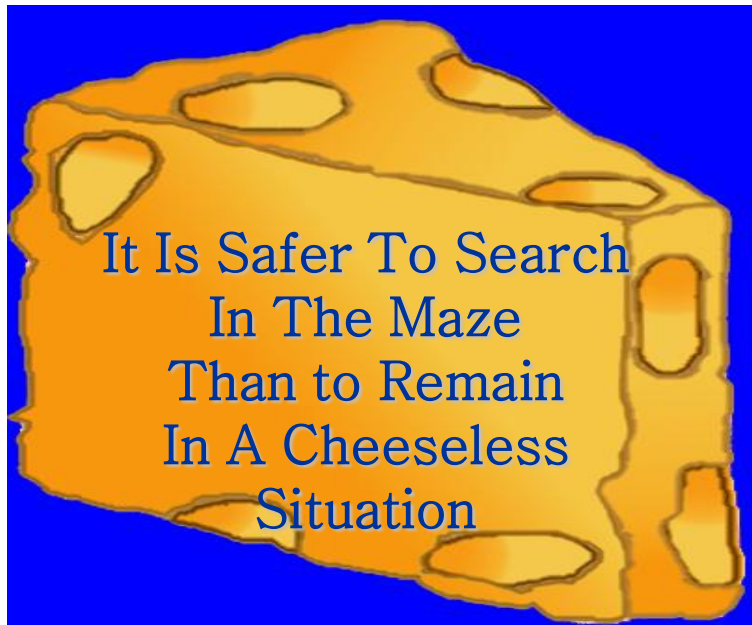
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**Do you realize there is always New Cheese in the Maze – whether you believe it or not?**

**Where will you find your New Cheese-in a Cheeseless situation or in the maze?**

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**What are you afraid of?**

**Why does this frighten you?**

**What would you do differently– in the way you do your job or live your life –if you were completely unafraid?**

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**How would these new actions improve your situation?**

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**How *good* do you think you will feel when you move beyond your fear to find your New Cheese?**

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**What changes are you seeing or hearing about in your department?\_\_\_\_\_**

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**As a new set of eyes and ears in the organization, what can you suggest to change to be more effective, efficient or customer focused?\_\_\_\_\_**

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**Can you change *quickly* enough to succeed in a rapidly changing world?**

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**What actions can you take soon?**

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**What new beliefs about change – like “*I can gain from the change*” – could you adopt today that would work to your advantage?**

**List some new beliefs you could adopt about change that would work to your advantage.**

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## Who Are You In The Story?



**Sniff? Who can smell the change in the air?**

**Scurry? Who goes into action immediately?**

**Hem? Who does not want to change? "IT'S NOT FAIR!"**

**Haw? Who is startled by change, but then laughs at him self and moves on to enjoy new cheese?**

**Which character most represents the way you typically deal with change?  
Why?**

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# SNIFF



**Can you see the early signs of change coming before others are aware of it?**

- **What excites Sniff about change?**

- **What scares Sniff about change?**

# Scurry



**Can you see what is needed and take action immediately?**

- **What excites Scurry about change?**
- **What scares Scurry about change?**

# Hem



**Do you “hem” and “haw” in a new situation and wish the change wasn’t happening?**

- **What excites Hem about change?**

- **What scares Hem about change?**

# Haw



**Can you laugh at yourself for not wanting to change, then move on to explore the maze and come to enjoy the taste of new cheese?**

- **What excites Haw about change?**
  
- **What scares Haw about change?**

## The Sniff, Scurry, Hem & Haw Parts of Ourselves

We may have a little bit of each of these characters in us—which we can use to help us deal with change.



### **The Sniff in You:**

**How can you Sniff out change and succeed?**



**Identify a situation where you behaved like a Sniff.**

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### **The Scurry in You:**

**How can you Scurry into action and succeed?**



**Identify a situation where you behaved like a Scurry.**

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## The Sniff, Scurry, Hem & Haw Parts of Ourselves



**The Hem in You:**  
**How can you avoid losing like Hem?**



**Identify a situation where you behaved like a Hem.**

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**The Haw in You:**  
**How can you be like Haw and succeed ?**



**Identify a situation where you behaved like Haw.**

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# THE HANDWRITING ON THE WALL

## Change Happens

*They Keep Moving the Cheese*

## Anticipate Change

*Get Ready For The Cheese To Move*

## Monitor Change

*Smell The Cheese Often So You*

*Know When It Is Getting Old*

## Adapt To Change Quickly

*The Quicker You Let Go Of Old Cheese,*

*The Sooner You Can Enjoy New Cheese*

## Change

*Move With The Cheese*

## Enjoy Change!

*Savor The Adventure And*

*Enjoy The Taste Of New Cheese!*

## Be Ready To Quickly Change

*& Enjoy It, Again, And Again!*

*They Keep Moving The Cheese*

*" If one advances confidently in the direction of his dreams, and endeavors to live the life which he has imagined, he will meet with a success unexpected in common hours."*

**Henry David Thoreau**

## **"SMELL THE CHEESE OFTEN" MEETINGS**

- 1. What Old Cheese are we holding on to?**
- 2. What could our New Cheese be?**
- 3. What would we do if we weren't afraid?**
- 4. How will we feel when we find our New Cheese?**
- 5. How can we do things differently to find our New Cheese?**