

Becoming a Change Champion at Your Library



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Introduction

- Former public library assistant director
- On MCLS Engagement, Consulting, and Training Team for 4 years
- Live & work in northeast Indiana
- Enjoy reading, playing D&D, hanging out with friends, traveling



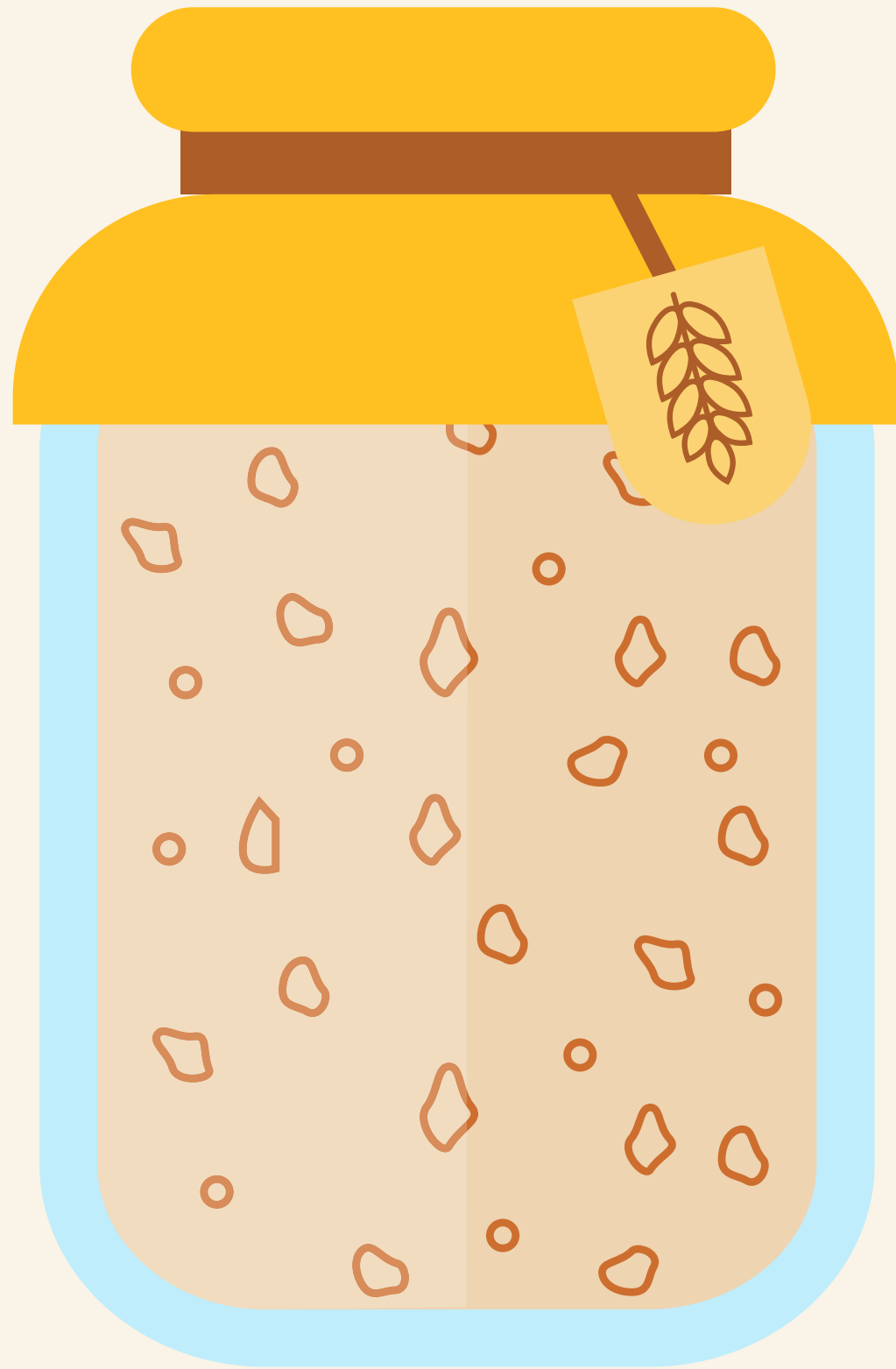
Empowering libraries to achieve the extraordinary

A Change Cycle

- Denial
- Resistance
- Reflection
- Discovery & Evaluation
- Acceptance & Commitment



Change can feel like a loss, and you may need to grieve.



A Process You Can't Control

- Change, like fermentation, is not entirely controllable.
- Put your energy toward what you can impact.

The CIA Model

Control

What elements of a situation can you control?

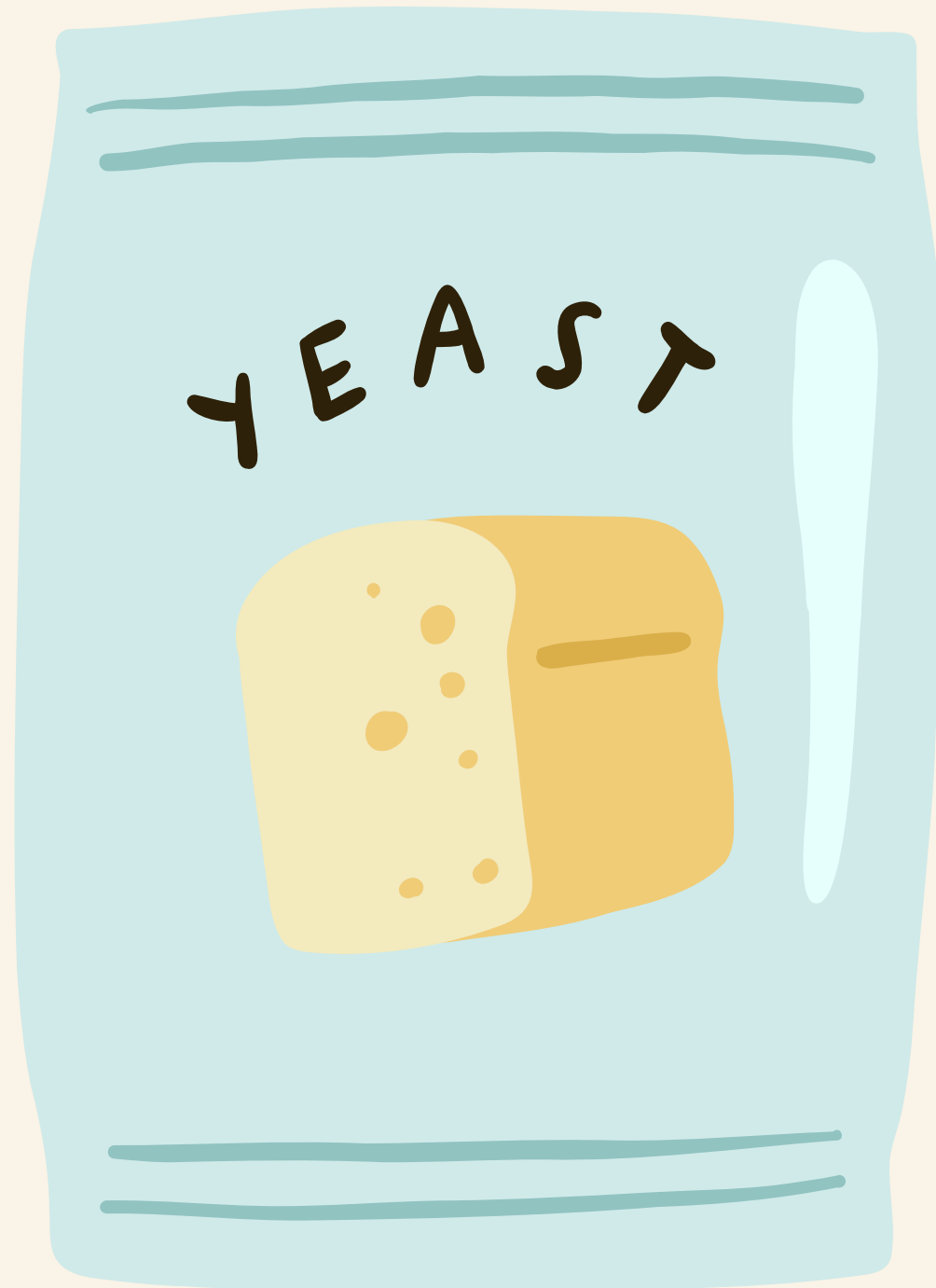
Influence

Where do you have some influence over the situation?

**Accept &
Adapt**

What elements do you simply have to accept, and how can you adapt to them?

Yeast - A Catalyst



Catalyst: Something that speeds up the rate of a reaction without undergoing a permanent change.

Change is a process, whether it's the process of making a change at your library or the process of making sourdough bread.

Consider Your Values

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- Your values help you stay true to yourself, no matter what else is happening.
- Values can be a lens or filter for decisions or navigating change without losing your way.



**What are your most deeply held values?
When do you fully live into those values?**

Self-Compassion



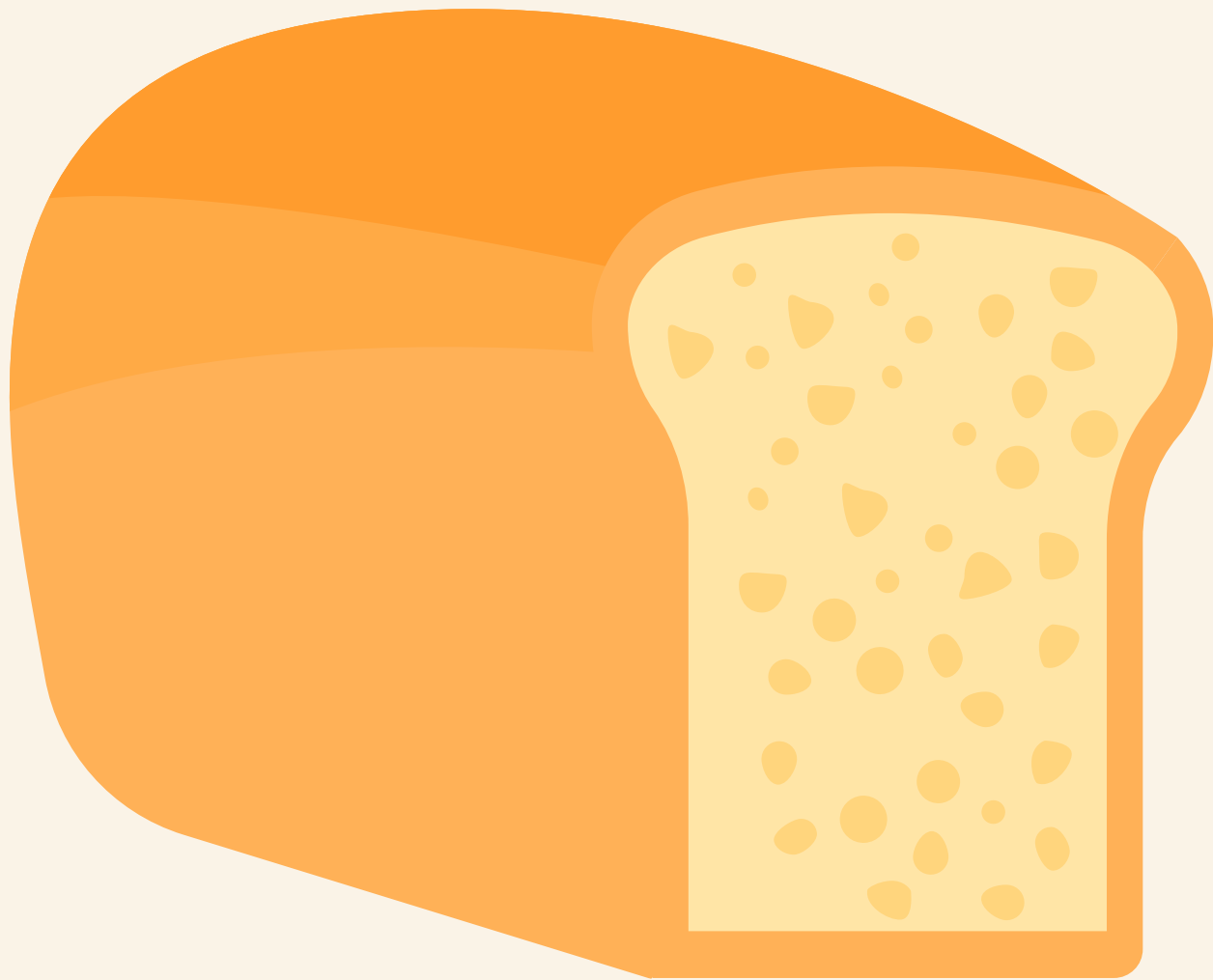
- Change is long, and complex, and sometimes it stinks!
- Be as caring and kind to yourself as you are to others.
- Everybody - including you! - has intrinsic worth, no matter what happens!
- Struggle is part of the human experience.

Empathy

- Everybody has their own filters through which they see the world.
- People act in ways that make sense to them, even if they don't make sense to you.
- Someone seeing something differently from you doesn't mean they're wrong!



A Recipe for Success



- Be sure that you're always expecting change, because it's going to happen. Pay attention to what is going on.
- Prepare for change in general by learning and seeking new opportunities.

On an index card, write one thing that you can do to help your library with a change.

Questions?

Feel free to reach out at
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To learn more:
[https://padlet.com/
MCLSEngage/DIY25Change](https://padlet.com/MCLSEngage/DIY25Change)



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