

Employee fact sheet:

Embracing change and managing uncertainty



Change at work or in life can bring uncertainty, worry and a sense of lost control. Even when change is expected or positive, it can still take time to adjust. You may find yourself feeling unsettled, distracted, frustrated, anxious or unsure about what comes next.

You can take steps to manage your response, focus on what you can influence and stay connected to support.

What change and uncertainty can feel like

Returning to work can affect people in different ways. You may notice:

- feeling nervous, overwhelmed or unsure about what to expect
- reduced energy, concentration or confidence
- worry about workload, performance or catching up
- uncertainty about what to share with colleagues or your manager
- mixed feelings about routine, responsibilities or expectations
- fatigue or adjustment difficulties
- feeling pressure to be "back to normal" straight away

These reactions are common. It can take time to rebuild rhythm, confidence and capacity.



Reaching out early makes a real difference. Contact [PeopleSense](#) to book a confidential appointment with a qualified psychologist.

AU: 1300 307 912

NZ: 0800 425 526

Strategies that may help

Change can feel easier to manage when you break it down, focus on what is within your control and stay connected to people and routines that support you.

1. Focus on what you can influence

Identify what is within your control, what you can contribute to and what may need to be accepted.

2. Break things into smaller steps

When change feels overwhelming, focus on the next practical step rather than trying to solve everything.

3. Seek clear information

Where possible, ask questions, clarify expectations and seek reliable information.

4. Keep helpful routines

Where possible, maintain regular sleep, meals, movement and connection to help create steadiness when other things feel uncertain.

5. Stay connected

Talk to people you trust. Sharing concerns can help you feel less alone and may help you see more clearly.

6. Limit rumination where you can

Focus your attention on what you know, what you can do and what support is available.

7. Seek support early

If change or uncertainty is affecting you, confidential support is available through [PeopleSense by Altius](#), your EAP.