



**ERICSA 62ND ANNUAL
TRAINING CONFERENCE & EXPOSITION**

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NORFOLK

VIRGINIA

Creating a Vision for Change:

Thriving Through All Transitions

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**"Change is inevitable.
Growth is optional."
— John C. Maxwell**



Common Challenges of Change

01

FEAR OF THE UNKNOWN

02

LOSS OF CONTROL

03

CONCERNS ABOUT JOB SECURITY

04

HABIT AND COMFORT ZONES

05

LACK OF TRUST IN LEADERSHIP OR
THE CHANGE PROCESS

06

INCREASED WORKLOAD OR
STRESS

07

PERCEIVED NEGATIVE IMPACT ON
RELATIONSHIPS OR CULTURE





BREAKING FREE FROM HABITS & COMFORT ZONES



*Growth begins
at the end of your
comfort zone.*

– Neale Donald Walsch





Defining Your "Why?"

- ✓ What is your personal why?
- ✓ Why do you do what you do?
- ✓ How can your "why" help you navigate change with purpose instead of resistance?

Understanding the answers to these questions not only clarifies why change is necessary but also underscores its vital importance in better supporting the children we serve.





Thriving Starts with Your Mindset



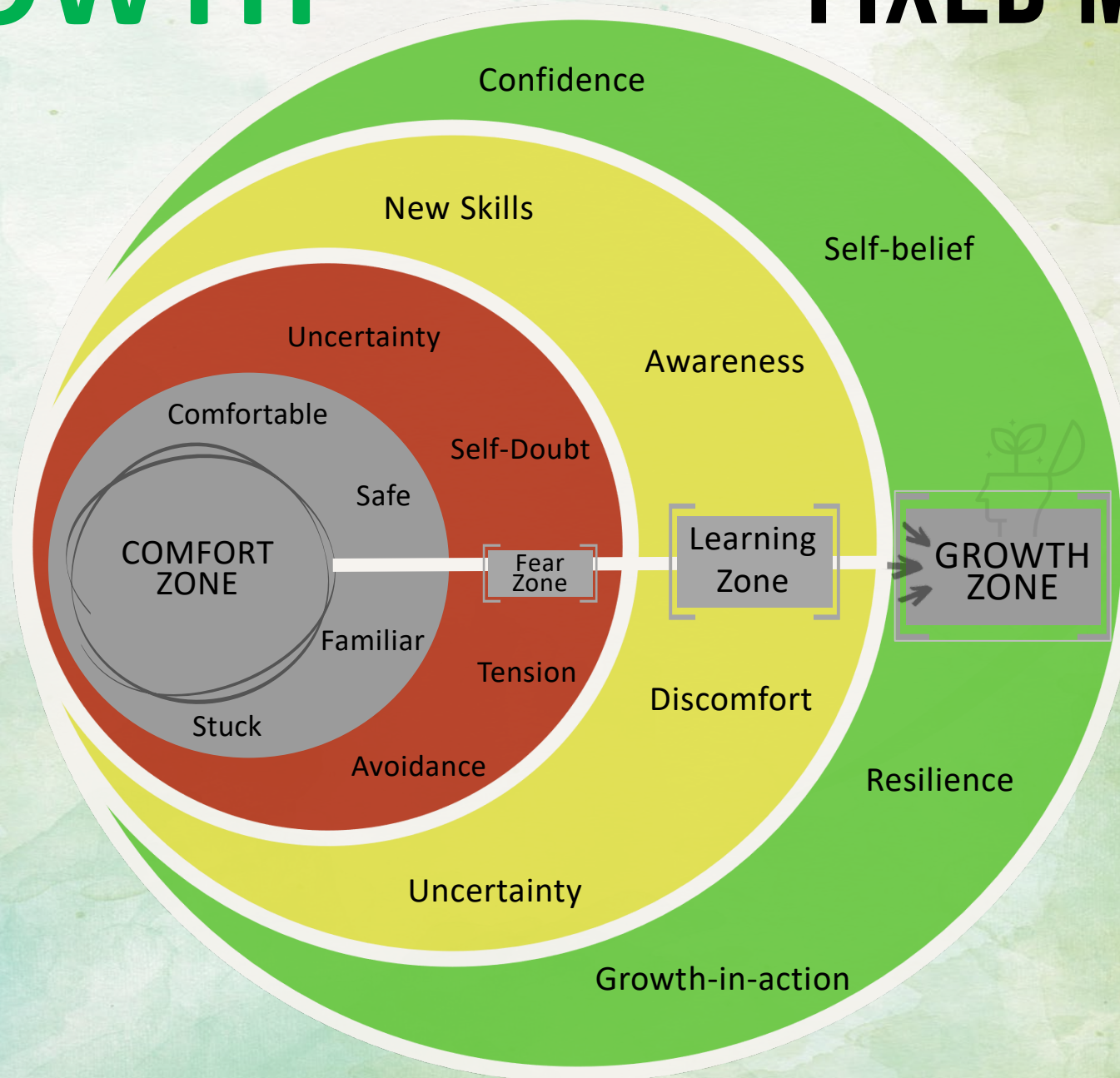
MINDSET BECOMES ACTIONS → ACTIONS BECOME ROUTINES →
ROUTINES BECOME HABITS!



GROWTH

VS.

FIXED MINDSET



GROWTH MINDSET

What we believe about change defines what's possible for us, our teams, and the families we serve

FIXED MINDSET

This is how we've always done it

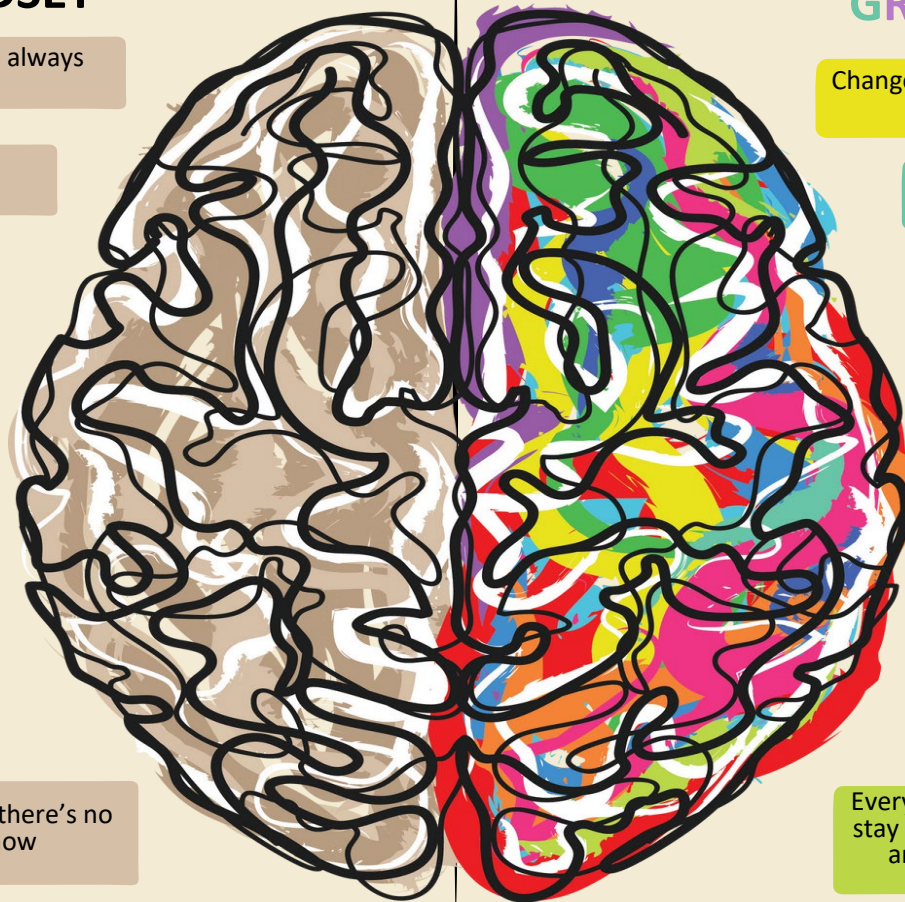
I'm not good with technology

They're just pointing out what I did wrong

This process is always going to be complicated
nothing will make it easier

I've never been good at sticking to routines

I've never been fit, so there's no point in trying now



GROWTH MINDSET

Change helps us improve how we serve families

I can learn this new system and become more efficient

Feedback helps me improve and allows me to serve families better

A modernized system can streamline my work, helping me finish tasks faster so I can focus more on supporting families in other ways

Building new habits takes time, and I'm capable of making small changes that stick

Everyone starts somewhere. If I stay consistent, I'll get stronger and feel better over time



WARNING

CONTAINS SCENES THAT
SOME VIEWERS MAY
FIND DISTURBING





Thriving Through CHANGE

01

Recognize the Challenge

Habit & comfort zones make change feel risky.

Step Out
Of Your
Comfort Zone

02

Define Your Why

Connect to your "Why?"
What's your reason for showing up?

WHAT'S YOUR
WHY?

03

Shift Your Mindset

Fixed vs. Growth mindset.
What we believe shapes
What we do.

MINDSET
CHANGING...

04

Break Through Limits

Mindset activity:
We can go farther than we think.

~~LIMITS~~

05

Be the Coffee Bean

You influence your environment.
Change starts with you.



Be the
CHANGE

Model the Change 06

Lead with action, energy,
and resilience.

It would be like
vision
is a vision of some
situation you

Share the Vision 07

Keep everyone informed and engaged.
"Logging a case will be much faster,
freeing up your time to focus more on
other items"

KNOWLEDGMENT

Acknowledge Frustration 08

Validation + future vision = trust.

WYN

Celebrate Small Wins 09

Acknowledge progress, even the
little ones.

THRIVE

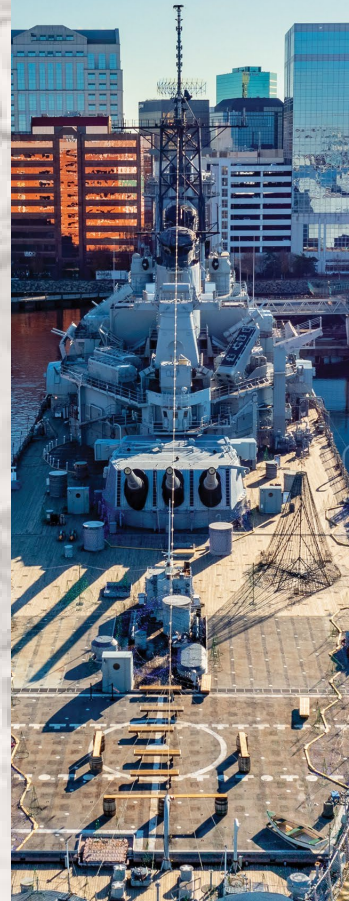
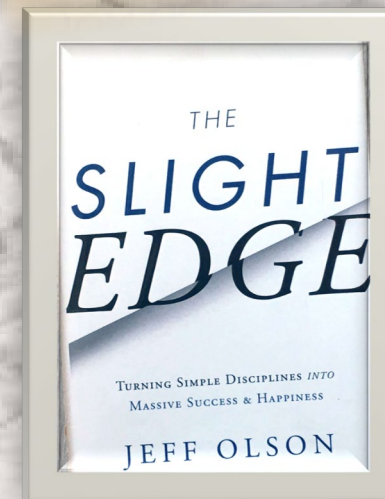
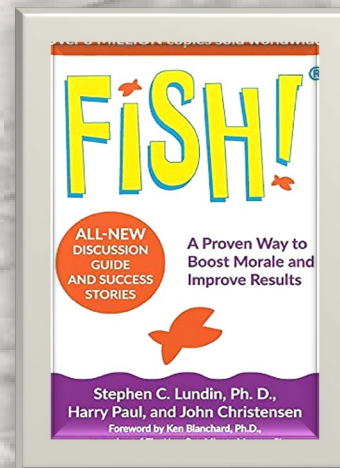
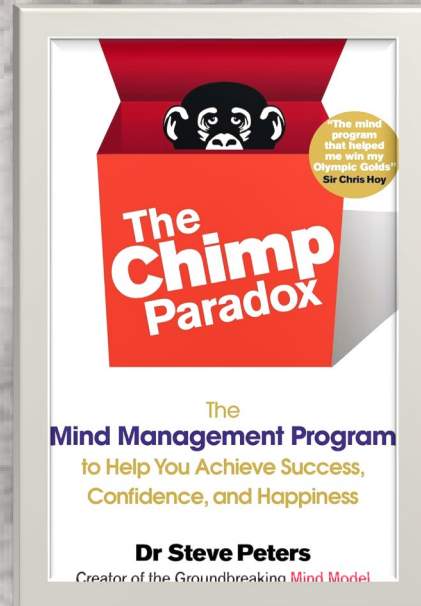
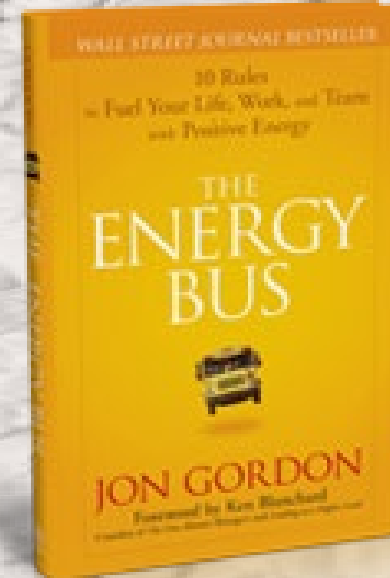
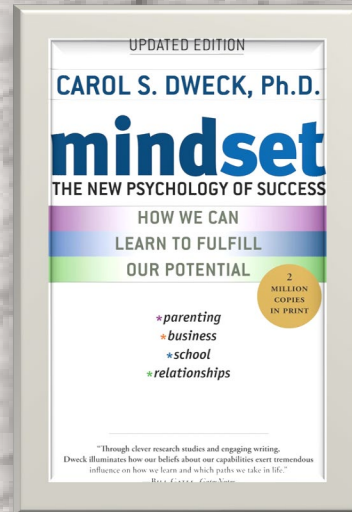
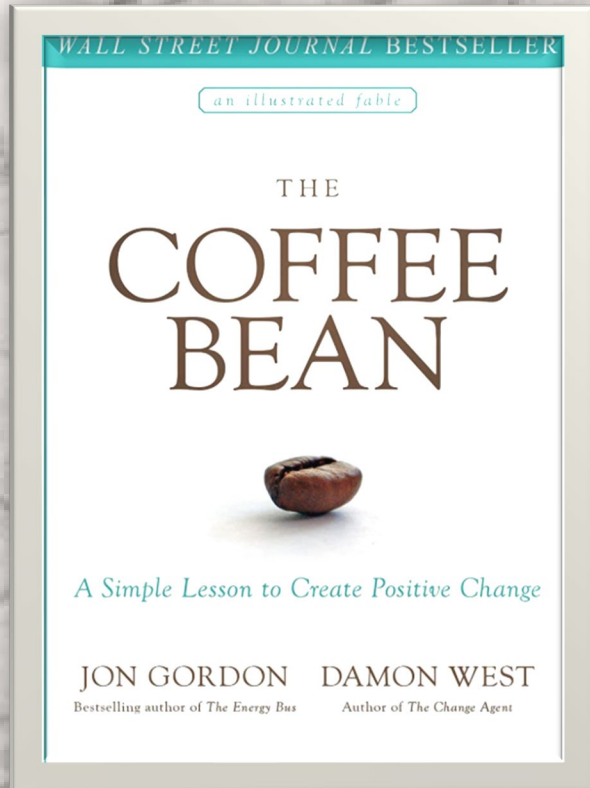
Thrive Through Change 10

Change won't be perfect—and that's okay.
When we adopt a growth mindset, we learn
to normalize discomfort. Resistance isn't
failure. It's proof that we're growing.



Recommended Books

"Empowering Your Mindset Journey – At Work and Beyond"



Questions

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*thank
you*

*"You have the power inside you to
transform your environment.
Be the coffee bean."*

— Jon Gordon & Damon West

