**With Change Comes Opportunity** *– by Diane Weller*

Imagine being part of the workforce during the *Industrial Revolution* – a time that the concept of knowledge workers and knowledge management was not yet born. The natural talents of many in the workplace were masked by the lack of opportunity to do anything but manual work.

Imagine the days before the *World Wide Web, e-mail* or *instant messaging* – a time that communicating around the world was much more difficult*.* The change introduced by these new technologies has created new jobs and greater efficiencies and effectiveness in the workplace.

Organizational change is another catalyst for opportunity. Whether the change be in organizational structure, product or business processes, we are privileged today to be part of a workforce in which we have the opportunity to give voice rather than manual labor alone to our organizations.

Understandably, change can be scary. We naturally ask, “How will my role change”? Perhaps, when change is upon us, it is a good time to learn about or revisit our natural talents. Ask yourself, do I have the opportunity to do what I do best *every* day? When our work is aligned with our talents, we are happier and more productive. When part of organizational change, engage in the conversation and look for those (new) opportunities to do work that might be different, but better aligned to your natural talents.

*Strengths Finder 2.0*, a book, and online assessment, recommended by many mentoring and coaching programs, is an excellent resource to affirm your natural strengths. Are your strengths, for example, activator, focus, learner or strategic? This book, a very quick read, will help you discover and develop your natural talents.

 “Hide not your talents. They for use were made. What’s a sundial in the shade?” *– Benjamin Franklin*