



Typical Reactions to Change

Typical reactions in times of change:

The table below identifies some of the typical reactions people have during times of change. It also outlines a few suggested actions you could take if you find yourself experiencing these types of responses.

“Our dilemma is that we hate change and love it at the same time; what we really want is for things to remain the same but get better.”
— Sydney J. Harris

Seven Typical Reactions to Change	Suggested Actions
1. People will feel uncomfortable, awkward, and self-conscious	Seek out what to expect. Find out as much information as you can about the purpose of the change.
2. People will first think of what they have to give up or lose	Find time to deal with any feelings of loss or anxiety you may have. Clarify what you might gain out of the change experience.
3. People will feel alone even if everyone else is going through the same thing	Find opportunities to share ideas and work together to help each other through the change.
4. People will feel overwhelmed	Try not to overload yourself. Good change is implemented over time. Make sure you are familiar with the priorities.
5. People are at different levels of readiness for change	Seek out those who are appearing ready for the change and learn more about their perspective. Offer help/support to those who are not ready.
6. People will be concerned that they don't have enough resources	Engage in creative problem solving. This helps you to realise there are often more resources available than you first thought. Leverage your strengths.
7. If the pressure is off, people will revert to old behaviour patterns / go back to their comfort zone.	Look for ways of keeping your energy up to see through the transition.

My action plan:

- Which of these responses am I experiencing?
- Which actions do I commit to taking?
