



Quick CLIX for CHANGE ◀ No: 8

Top Reasons People Resist Change


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Resistance is a normal, natural reaction to change – just as much as accepting it is. The 2005 report from the Change Management Learning Centre estimated a quarter of all change efforts fail because of resistance.

➔ Here's the top reasons why people resist change... .

- ▣ **Lack of shared vision:** can't picture the change/get on board with the vision
- ▣ **Emotional Blocks:** change engenders fear/threat – the fight-flight response
- ▣ **Complacency:** attachment to old ways – thinking things are OK as they are.
- ▣ **Confidence:** no confidence in the change process, plan or it's implementers
- ▣ **No time:** pressured by current workload into feeling there's no time to change
- ▣ **The risk of changing** is felt to be greater than the risk of staying the same.
- ▣ **Interruption:** seeing change as a de-stabiliser to well-established routines
- ▣ **Social solidarity:** siding with change-resistant peers to retain the relationship
- ▣ **Competence:** fear we don't have the skills/'know-how' to handle the change
- ▣ **Fatigue:** feeling fed-up, overwhelmed, overloaded or totally "changed-out"
- ▣ **Scepticism:** a sometimes justified reaction to question change benefits
- ▣ **Lack of involvement:** not having a say in creating/participating in the change
- ▣ **Hidden Agendas:** suspecting change promoters of less-than-noble motives
- ▣ **Communication:** not enough info about the change to make up my mind
- ▣ **Bad idea:** not all changes are for the better technically, morally or socially
- ▣ **Self interest:** loss of status, significance, authority – fear costs of change
- ▣ **Historical:** issues with the organisation over previous poor change record
- ▣ **Credibility:** not trusting the competence or honesty of people leading change
- ▣ **No Pay-back:** seeing little/no personal benefit for me in the change – WIFM?
- ▣ **Resources:** seeing the change as unworkable due to inadequate resourcing
- ▣ **Expediency:** seeing change spawned by political expediency not conviction



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