

Seven Hard Truths about People and Change

“If you are serious about helping your team and its members increase their tolerance for change, there are seven facts about people and change that you must understand.

When undergoing change:

1. People feel awkward, ill-at-ease, and self-conscious.
2. People will think first about what they must give up.
3. People will feel alone.
4. People can handle only so much change.
5. People have different readiness levels for change.
6. People will fret that they don't have enough resources.
7. If you take the pressure off, people will revert to their old behaviors (Robbins & Finley, 2000, pp. 175-177).”

Reference: Robbins, H. & Finley, M., (2000). The new why teams don't work: what goes wrong and how to make it right. San Francisco: Berrett-Koehler Publishers