

# HUMAN REACTION TO CHANGE

“There is nothing more difficult to carry out, more doubtful of success or more dangerous to handle than to initiate a new order of things.”

Significant change projects introduce some form of change to people. It may be through new technology, new working relationship or a change in the way business is done. People often resist change, causing delays in projects and costing more through emotional upheaval.

An individual's success in transition is directly related to how they feel about four factors:

**C**ONTROL - Do they feel they have some control over the situation?

**U**NDERSTANDING - Do they understand in ways that make sense to them what is happening and why?

**S**UPPORT - Do they have practical and emotional support for what they must go through?

**P**URPOSE - Do they have a sense of personal purpose to give meaning to their experience and actions?

Understanding the effects of change on your workforce and helping them through the transition will ease resistance and potentially costly delays. Call us to find out more.