

5 COMMON REASONS PEOPLE RESIST CHANGE

Fact Sheet

Before you make any change, you need to carefully consider the reasons why people might resist it. Knowing that information, makes it easier to create a plan of action to deal with the resistance.

Let's take a look at the five most common reasons people resist change – you never know, you might recognise some of them in your own behaviour:

NUMBER 5 – PREDISPOSITION TO CHANGE

Differences exist in people's overall tolerance for change. Some people enjoy change because it provides them with an opportunity to learn new things and grow, personally and professionally. Others hate change because they prefer a set routine. These are usually the people who become suspicious of change and are more likely to resist.

NUMBER 4 – BAD TIMING

As the old saying goes, "Timing is everything". Heaping too much change on employees over a short period of time can cause resistance. If change is not implemented at the right time or with the right level of tact or empathy, it usually doesn't work.

NUMBER 3 – LOSS OF CONTROL

This type of resistance often occurs when companies announce that they will be restructuring or downsizing. This causes fear amongst employees that they'll lose their jobs or be moved into other positions without their input.

NUMBER 2 – MISTRUST

If the individuals in a department highly respect their manager because the manager has built up trust over a period of time, the team will be more accepting of any changes. If the manager is new and has not yet earned the trust of employees, then mistrust can manifest itself into resistance to change.

NUMBER 1 – FEAR OF THE UNKNOWN

This type of resistance occurs mainly when change is implemented without warning the affected stakeholders before the change occurs. When change (especially that perceived as negative) is pushed onto people without giving them adequate warning, and without helping them understand what the change will include and how their jobs or work will be affected, it can cause people to push back against the change due to their fear of the unknown.

TAKEAWAY

Being aware of the reasons people resist change will help you implement change with fewer issues.

Eliminate fear of the unknown by letting affected groups know there will be changes coming.

Avoid mistrust and the feeling of loss of control by getting others involved in the changes before they occur and asking them to offer input and feedback.

And prevent bad timing by providing a clear vision and reason for the changes along with a timetable or schedule of what to expect and when to expect it.