

RESISTANCE TO CHANGE IN THE WORKPLACE

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There's so much change going on in the world today. Whether it's the presidential election, changes in the workplace, or even the change in the season, one thing is certain. Change is inevitable.

Employees can have many emotional reactions to changes in the workplace. However, it is rare for change not to be accompanied by some degree of resistance. Often it takes subtle forms such as:

- ◇ Uncooperative attitudes
- ◇ Apathy
- ◇ Reluctance to do new things
- ◇ Reduced work pace
- ◇ Outspoken criticism voiced to colleagues rather than to supervisors
- ◇ Procrastination
- ◇ Spreading unfounded rumors



COMMON CAUSES OF RESISTANCE

Resistance based on misunderstanding. An individual may misunderstand the nature of the proposed change and its implications.

Resistance based on rumor. Rumor may try to persuade a staff member that he or she will become redundant or may be required to relocate to remain employed.

Resistance based on fear. Most fear comes from uncertainty. Regardless of whether an employee's fears are unfounded, the result can be anxiety and stress. Some managers mistakenly ignore the fact that fear may exist among their staff members, because they believe there is nothing to be afraid of. These managers are not likely to manage change successfully.

Good leaders will seek to clarify the cause of the staff member's concern. Whether it is misunderstanding, rumor or fear, good communication and support will go a long way to alleviating the underlying causes of resistance.

To learn more about how to manage change and tips to help be resilient contact your EAP. **1-877-313-4455.**

Resources:

- [Coping with Workplace Change and Transition](#)
- [Strategies for Managing Change](#)
- [Hints for Coping with Change and Stress](#)