

Typical Reactions to Change: Diagnosing Yourself & Your Team

1 Identify change(s) that have affected you at work recently.

2 Read the sample change reactions below.
Using the numbers 1-4, assess your normal reaction to change.
Use 1 for the reaction that is most like you and 4 for the one that is least like you.
Use each number only once.

Self:	Self:	Self:	Self:
<ul style="list-style-type: none"> • Supports change if there is strong rationale • Hesitant to change without a solid business case • Often believes what should happen based on past experiences • Experienced; capable of dealing with complex change situations • Once bought in, may move more quickly than others are comfortable with 	<ul style="list-style-type: none"> • Willing to try new approaches to work • Often initiates change • Conscious of and responsive to others' needs during the change • Anticipates change with positivity • Early adopter • Promoter of the change 	<ul style="list-style-type: none"> • Must be convinced change is based on logical rationale • May become perplexed by non-logical factors • Needs time to process especially if it involves a personal change • Generally moves more slowly • A thinker • Tends to be more risk-averse 	<ul style="list-style-type: none"> • Responds to change better if it's congruent with their values • May resist change if it challenges a deeply held personal value • Inclusive, interested in hearing all points of view • Reflective • Concerned for others; wants everyone treated with respect
Team Member:	Team Member:	Team Member:	Team Member:

3 Repeat the exercise only this time consider a team member (or work colleague) who responds to change differently than you.

4 How might you use this insight?