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.

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<th>Self:</th>
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<td>• Supports change if there is strong rationale&lt;br&gt;• Hesitant to change without a solid business case&lt;br&gt;• Often believes what should happen based on past experiences&lt;br&gt;• Experienced; capable of dealing with complex change situations&lt;br&gt;• Once bought in, may move more quickly than others are comfortable with</td>
<td>• Willing to try new approaches to work&lt;br&gt;• Often initiates change&lt;br&gt;• Conscious of and responsive to others’ needs during the change&lt;br&gt;• Anticipates change with positivity&lt;br&gt;• Early adopter&lt;br&gt;• Promoter of the change</td>
<td>• Must be convinced change is based on logical rationale&lt;br&gt;• May become perplexed by non-logical factors&lt;br&gt;• Needs time to process especially if it involves a personal change&lt;br&gt;• Generally moves more slowly&lt;br&gt;• A thinker&lt;br&gt;• Tends to be more risk-averse</td>
<td>• Responds to change better if it’s congruent with their values&lt;br&gt;• May resist change if it challenges a deeply held personal value&lt;br&gt;• Inclusive, interested in hearing all points of view&lt;br&gt;• Reflective&lt;br&gt;• Concerned for others; wants everyone treated with respect</td>
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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?