

15 Reasons people resist change

1. Personal loss – real or perceived – of importance, income, status, influence or whatever.
2. Doesn't see a need for the change.
3. Doesn't like and/or respect the person/source of the change.
4. Doesn't like the manner in which the change was introduced.
5. Has a generally negative attitude towards the organisation and/or their own role.
6. Wasn't consulted concerning the process of planning or introducing the changes.
7. Doesn't understand the reason/s for the change – maybe it has not been explained.
8. Considers the change a personal criticism.
9. Feels the changes will do more harm than good.
10. Requires too much effort.
11. Comes at a particularly bad time.
12. Is testing the resolve of the organisation/local management to see if they can get by without doing what the change requires.
13. Creates new burdens – more work, responsibility whatever.
14. Has been negatively influenced by others.
15. Seen it all before, and has no confidence it will be a positive experience this time around.