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### Resistance to Change: Why Does it Happen?

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# Resistance to Change: Why Does it Happen?

Stephanie Lee

M.S. in Leadership

2021

Granite State College

# Defining Organizational Change & Resistance

**Organizational Change:** an event that moves an organization from one point to another, or when working methods are changed.

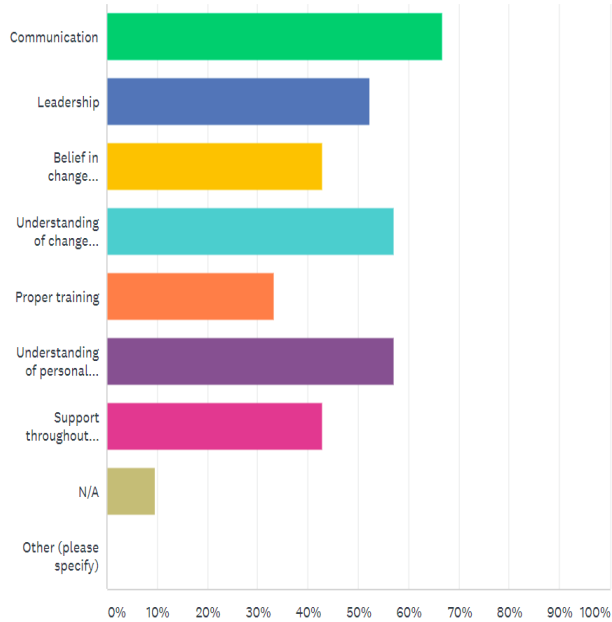
**Resistance to Change:** the act of struggling with modifications or transformations of “the norm”

- Cognitive state
- Emotions
- Behavioral intentions

# What Factors Create Positive & Negative Experiences With Change?

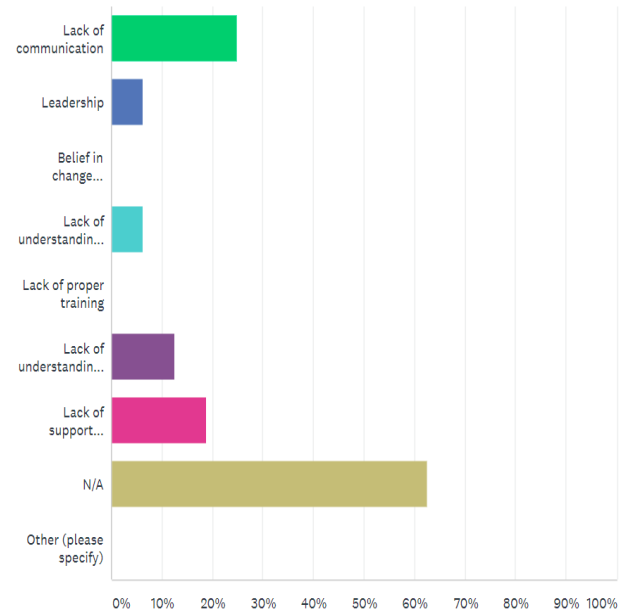
If you had a positive experience, what made it positive

Answered: 21 Skipped: 1



If you did not have a positive experience what factors contributed?

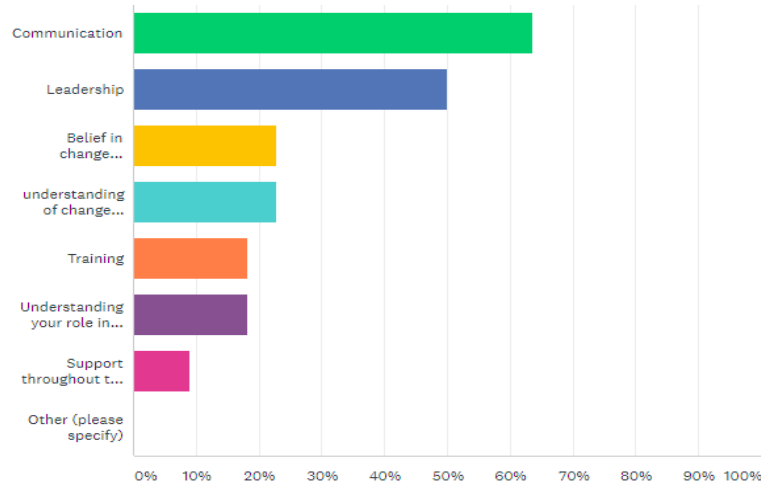
Answered: 16 Skipped: 6



# What Do the People Want?

Please select the most important factor you would need for a successful change initiative to occur.

Answered: 22 Skipped: 0



ANSWER CHOICES	RESPONSES
Communication	63.64% 14
Leadership	50.00% 11
Belief in change initiative	22.73% 5
understanding of change initiative	22.73% 5
Training	18.18% 4
Understanding your role in the change initiative	18.18% 4
Support throughout the Change	9.09% 2
Other (please specify)	Responses 0.00% 0

# Recommendations

Continue to ask why there is resistance!



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