



Key things to consider

- We cannot always control our emotions, but we can respond positively.
- We react based on our previous experience.
- Our emotional response will change over time.
- We should check in and recognize how we feel about change.

Resistance

Definition: When exposed to uncertain circumstances, this person is unwilling to accept it or make the adjustment.

Mindset: May not see the benefit of the new state of affairs, or there are so many modifications that they do not have the capacity to properly adapt.

Response: Give the person space to take in the change and assist them in making small strides to adapt successfully.

Proactivity

Definition: When exposed to new conditions, this person takes the opportunity to grow and challenges the status quo rather than passively adapting to present circumstances.

Mindset: Motivated to grow and has the capacity to adjust.

Response: Continue to support and lead them so they can grow. Have this person share their experiences to motivate other people.

Disengagement

Definition: When exposed to new conditions, this person loses interest and initiative.

Mindset: Missing interest or initiative in making modifications. May try to “hunker down” until things go back to “normal.”

Response: Reach out to gauge the person's perspective. If there is a sense of them feeling burned out, give the employee space to recover.

Acceptance

Definition: When exposed to uncertain circumstances, this person accepts the adjustments, but may not be ready to take action.

Mindset: Open to making alterations, but may not know what to do next.

Response: Give the person the guidance or training they need to adjust.

Change is a constant in our personal and work life. Responding to change can sometimes be emotional, but that doesn't mean our emotions should prevent us from moving forward.