



Resistance to Change

- Resistance to change is the reluctance of people to adapt to change.
- Employees can be overt or covert about their unwillingness to adapt to organizational changes.
- **What are the top causes of resistance to change?**
 - Mistrust and lack of confidence
 - Emotional responses
 - Lack of training and help resources
 - Fear of failure
 - Poor communication
 - Unrealistic timelines
 - Existing organization culture and norms



What's the Difference in Individual Resistance and Organizational Resistance?

- **Individual resistance** occurs when employees resist change based on their unique perceptions, personalities, and needs.
- Things like job security, habit, and economic factors have a massive influence on individual resistance.
- **Organizational resistance** is an organization's tendency to resist change and want to maintain the status quo.
- Companies that suffer from organizational resistance become inflexible and cannot adapt to environmental or internal demands for change.
- Some signs of organizational resistance include internal power struggles, poor decision-making processes, unconfident leadership, and bureaucratic [organizational structures](#).



7 Tips to Overcome Resistance to Change



- Show value through education and training.
- Collect employee input prior to change
- Come to an agreement with your employees
- Include employees in the change management plan
- Support your employees during organizational transformation
- Communicate clearly and frequently
- Measure the performance of your organizational change