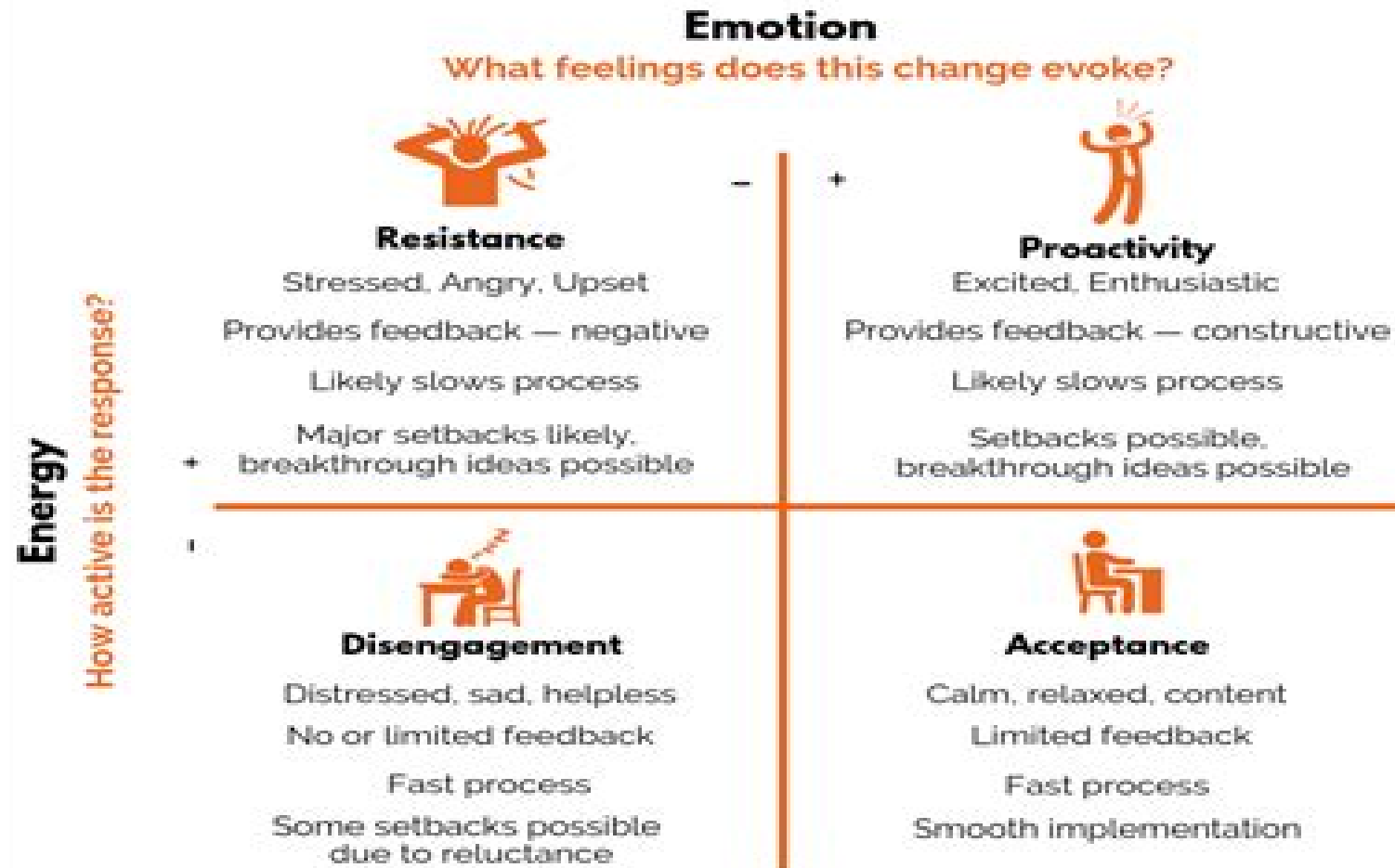


RESPONSES TO CHANGE

To productively engage and support change recipients may require thinking beyond the binary concepts of 'acceptance/good' or 'resistance/bad'. The framework below, adapted from the work of Shaul Oreg and colleagues, considers multiple response dimensions and their potential impact on the change process and overall change effort.



Source: Adapted from Oreg, S., Bartunek, J. M., Lee, G., & Do, B. (2018). An affect-based model of recipients' responses to organizational change events. *Academy of Management Review*, 43(1), 65-86. Note: This is an untested theory — it reflects how things might work. It is not "proof" of how they actually work.

The Change Resisters

**Ian Palmer, Richard Dunford, David
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RESISTANCE TO CHANGE - A NEW PERSPECTIVE: A Textbook for Managers Who Plan to Implement a Change Daniela Bradutanu, 2015-09 The intention for this book is to present the resistance to change phenomenon from a new perspective The term resistance is complex and very often misinterpreted Change leaders should adapt their perspectives on this subject and try to see resistance from a positive angle as well By just changing the prospect of analyzing it managers could experience a greater success in implementing new changes and effectively attract more employees onto their side Instead of trying to eliminate or suppress employees resistance managers should rather use their reactions in a positive framework Resistance may be useful as feedback and therefore managers can use it to improve and refine the organizational change process

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Total Quality Management Poorinma M. Charantimath, 2011

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