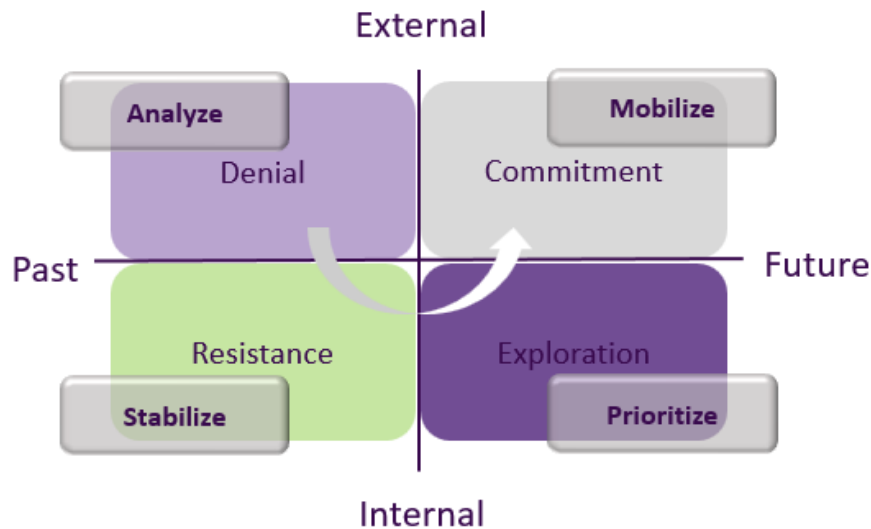


Navigating Individual Change Summary

This topic focuses on building an understanding of the common stages of response to change, and how to develop a proactive approach to managing them.

Change Progression

- Organizational change depends on individual change.
- Individual change depends on behavior change.
- Behavior change depends on commitment.



Phase of Change Typical Response	Proactive Response Perspective
Denial: "This can't be happening."	Analyze: "What is really changing?"
Resistance: "I like things better the old way."	Stabilize: "There are a lot of things that aren't really changing."
Exploration: "There are really a lot of opportunities for me."	Prioritize: "How can I align my priorities with the new organization?"
Commitment: "I understand how the change can work for me and others."	Mobilize: "How can I help the rest of my team?"

Proactively using this model can help you recognize your own attitudes toward a change you are experiencing and manage your progress toward being more productive in light of the change.