Jeffery Morse

Before attempting to respond to this post, refer to the “Leaders and Change” Activity. Before attempting to respond to this post, refer to the “Resistance Is Predictable” Activity.

 Reactions to Organizational Change can be categorized in four categories.

 1. Active Resistance, Outward oppositions and sometimes efforts to undermine the change.

 2. Passive Resistance, Inward oppositions that may result in people choosing to leave the firm.

 3. Compliance, quietly unenthusiastically adhering to the change.

 4. Enthusiastic Support, Change Champions.

 This article covers why people resist or react to change. Why People Resist Change -- Disrupted Habits, Personality, Feelings of Uncertainty, Fear of Failure, Personal Impact of Change, Prevalence of Change, and Perceived Loss of Power are all explained. Also worth repeating is that some resistance is good as resistance to change is a valuable feedback tool.

According to the text, there is a continuum that outlines the reactions to organizational change. Think of a change that occurred in an organization you know well. How would you describe the response to change by those on your level?

In the church that I am serving in the Music Supervisor decided to split the team into two separate teams, one team plays under unconventional services while the other play Sunday mornings and all traditional services. For the most part the change went without implementing vision or explanation; however, those on the worship team complied for the most part. On the flip side, there were those that have passive resistance; this resistance showed in their overall performance. In the end, people settled in.

In explaining my response using examples from the text one might include feelings of uncertainty, perceived loss, and personal impact. Uncertainty came in as some felt that they were being chastised when asked to play for the alternative team, the perceived loss of being taken off the main Sunday morning team sends a question out. The congregants my believe that these people are guilty of some immoral act that resulted in them losing their place on the primary team. Understand the Sunday Morning Team is elevated in stature when compared to other time slots. Personel impact might be felt as artists are compassionate about their art. If this is perceived to be some type of critique about their craft, as if it is not good enough for Sunday mornings, people will quit the team with hurt feelings.

To improve the response all peers concerned information, education, and vision casting are required if one wants full support of such changes.