

A changing perspective

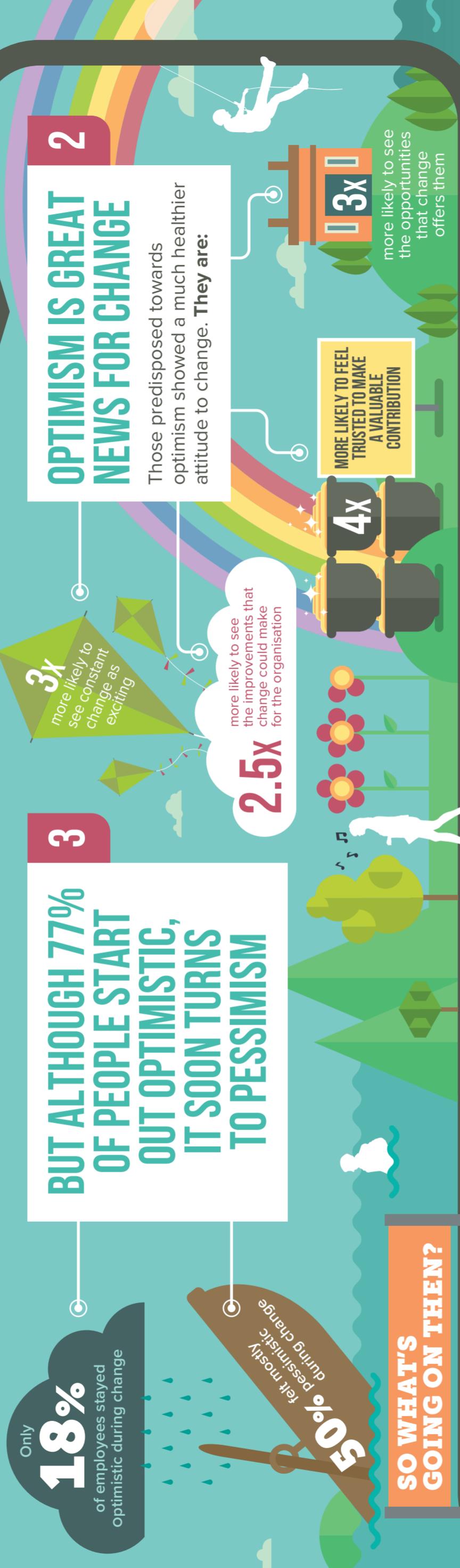
New research findings confirm:

People don't resist change. It's the way they're experiencing it that's eroding their willingness to engage.

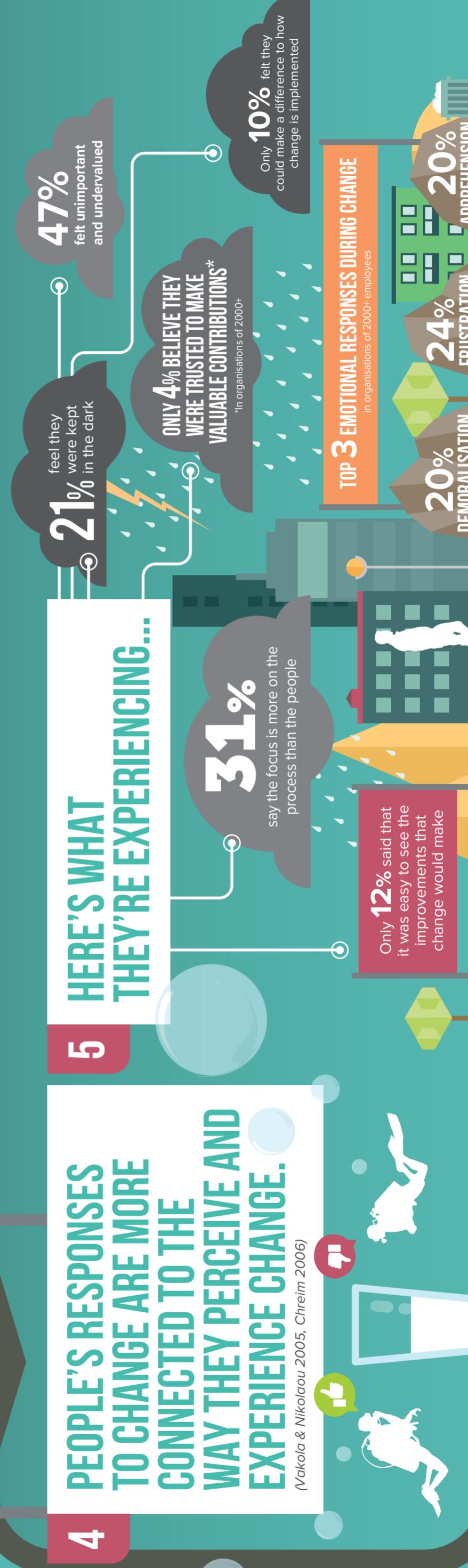
1 PEOPLE START OFF FEELING OPTIMISTIC, AND CAPABLE OF ADAPTING



3 BUT ALTHOUGH 77% OF PEOPLE START OUT OPTIMISTIC, IT SOON TURNS TO PESSIMISM



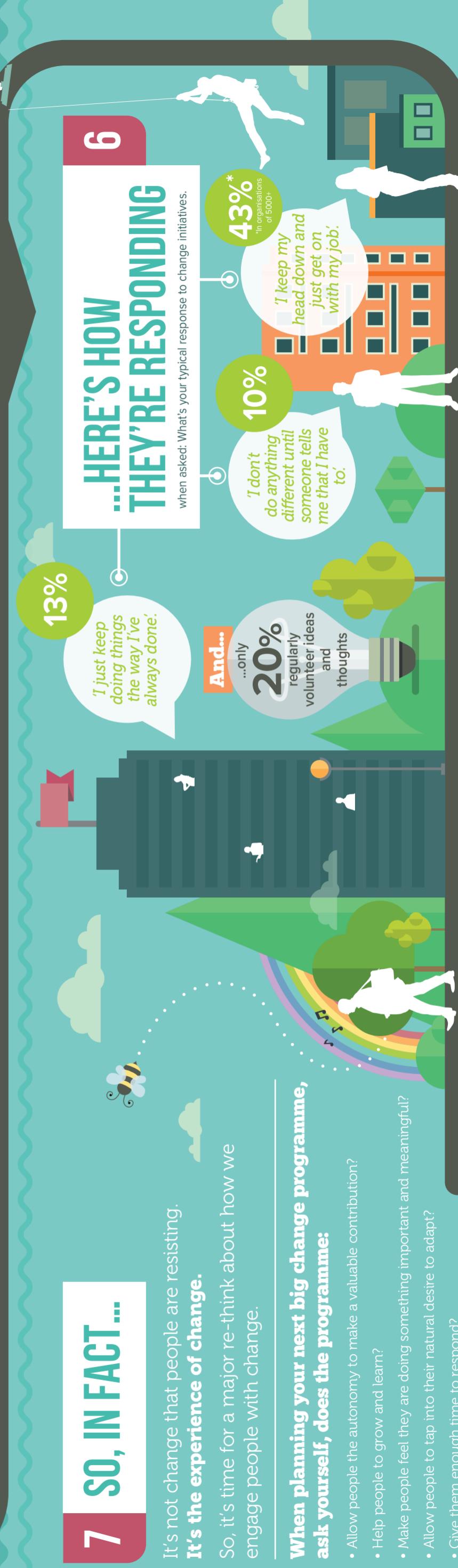
5 HERE'S WHAT THEY'RE EXPERIENCING...



4 PEOPLE'S RESPONSES TO CHANGE ARE MORE CONNECTED TO THE WAY THEY PERCEIVE AND EXPERIENCE CHANGE.

(Vakola & Nikolau 2005, Chreim 2006)

7 SO, IN FACT...



And the results speak for themselves...

and how they acted during times of change.

We asked them how they typically thought about change,

change at work in last 12 months.*

Based on research with 200 employees in many

different organisations. All had experienced major

change from organisational changes, stress and commitment?



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Giving them the skills and autonomy to make change happen, and enough time to learn and adapt fully to new ways of working.

This means really getting people involved. Talking with them, not at them.

Listening and acting on what people are saying.

To consider how change people to deal effectively with change.

The data from this field guide can be used to encourage your colleagues to put

employees, and their experiences, in the spotlight when planning change initiatives.

HOW TO GET THE BEST FROM YOUR FIELD GUIDE

Vakola, M., & Niemelä, I. (2005). Attitudes towards organisational change. What is the role of employees' stress and commitment? *Employee Relations*, 27 (2), 160-174.

Chreim, S. (2006). Postscript to change: Survivors' retrospective views of organisational changes. *Personnel Review*, 35 (3), 315.

REFERENCES:



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CHANGING PERSPECTIVES OF CHANGE

