Understanding and Coping with Change

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It is a fact that Change and even its concept is unavoidable. At the different level of someone's life, the person would be subject to managing g change of certain kind. As it is a reality and known fact that human beings are mortals of habit, so it could be depending, challenging on the situation at hand. In this report (paper) all of the external and internal factors which have a contribution to the resistance of an individual towards change and the theory of Kotler for change and an example of change resistance would be studied and discussed.

As mentioned above that human beings are creatures of habits. It stalks from the early stage of life and continues throughout the entire life of an individual. This is entrenched to every person that there are numerous actions which are done in a different way at different times. This might be seen in the daily activities of a child. A child wakes up early in the morning, get fresh, do breakfast, get prepared of the school, go to school and attend classes, comes back to home, take dinner, perform homework, take rest, and get engaged in sports activities and bath and go to sleep at night. So these all are the daily and routine activities of a child but when it comes to adulthood, then huge changes come in routine activities. Usually, the adult wakes up, get fresh, do breakfast and go to the office or other work activity. After that, they spend 8 to 10 hours at the office, do dinner and get back home for rest and sleep at night. They do this each day until they retire at the age of 60 years.

Above are the typical roles and habits which every person fill in his/her life in any sort and then they become the sense of morality. For example, a person pays his/her bills, eat food, need shelter and do other daily life activities. And there are all different things and factors as to why human forms the habits of going to work and other activities daily.

When the time of making changes come in some kind which may be a personal change of a person or professional change, there are crucial things that are needed to be included. Weaker communication or lack of it may become lack of awareness if the management is unable to communicate or doesn't communicate the efficient and complete prospect of changes that result in resistance from the people or individual (Baack, 2012).

So when this comes to communicate the individuals about the changes, only a verbal aspect is not there to be inserted. While the actions, gestures and attitudes and behaviors are convoluted. Beyond that, the paralanguage is also considered as very important because people want to be comfortable while receiving information. And this is why phrasing, intensity, and tome are much important. As well as there are number of involved factors which a person or individual does as well as there are several factors which have a role in the decision in our daily life activities. These factors are known as external and internal factors.

These (external and internal) factors help us to get engaged in a specific behavior and deny another to adapt to change or to don't adapt to. Internal factors are key internal strengths and weaknesses of individuals. These factors are seen as strengths if they are found contributive otherwise they are considered as weaknesses (Baack, 2012). These factors are but not only behavior, knowledge skills and attitudes of the individuals.

Skills and knowledge are the core factors which has a huge impact on an individual in his/her resistance to changes because of several causes. It is very crucial to know and consider all benefits which changes may bring to the personality of someone as well as to the organization so that a better decision can be taken regarding the change. While behavior and attitudes are key factors when discussing the concept of changes (Mangundjaya, 2013). Change is completely dependent on the positivity and negativity of an individual's behavior and attitude which would determine how efficient the change would be or maybe.

External factors are the external sways which can affect the individual(s). Social, economic, legal, technological and political support plays a huge role in an individual's personality when adapting to change. As well as these factors and their effects are crucial to reflect on while working to instill change.

As stated by Ford, Ford, and D'Aelio, humans are social creatures, and social external factors help them to show several people which are perceived as the social norm of the organization and may impact the choices of imitation. When someone is resistance to change then he/she would be considering the legal factors which have an impact on their decision. Like if the person thinks that the decision is not fine legally, so it can affect them and their resistance to change because they will be repelling with the change for escaping the trouble. Same can happen with social and political factors because changes with social trends and political policies and practices may limit the opportunities (Mangundjaya, 2013). Beyond that, economics is also very crucial when thinking that the idea of change is right or not. Like if a high economic depression exists, the person may be easy in going in the organizational decision because of high-level fear of losing or dropping the job while the technological factors have similar role and importance while an individual resists to change.

In resistance to change, the external and internal factors play a huge role. The individual with a good mindset will be preferring to adopt change without getting more influenced by the factors. In other words, the individual having a good mindset would prefer to adopt change with having very low resistance and would completely understand the actual need for change (Matos, & Esposito, 2014). So as the communication among employees and management become stronger and efficient, then the staff members will be clear about the actual concept of change in the organization and they would meet the changes and resistance to change would be overcome (Matos, & Esposito, 2014).

John Kotler has developed an Eight Step Plan, which is based on the Kurt Lewin Three-Step Model to overcome change. It is not difficult to follow the plan of Kotler with the PT issue. The very step is to develop a sense of urgency and compel the reason for making the change. The individual which molded a power alliance for leading the change will have been regiment leader that lead PT sessions. The third step is the creation of a new vision with strong supporting strategies. The most important and hugely affected by the change is communication. This would be the next step where leadership will be able to encourage people through participation in new PT practice or program. Rewarding and planning are short term wins are there when all of the individual starts to meet requirements of new PT tests, the time taken would become lower. In short, it will be used that how the change has been implemented with having no resistance, but through fixing the problem and facilitating the individual(s).

**Conclusion**

In conclusion, change is completely inevitable. Change might not be accepted from individuals with elegance but through effective understanding and communication. The individuals could decrease the impact of factors that become the cause of resistance to change. Additionally, in the paper, the factors (external and internal) which impact the resistance to change and an example which used the Eight Step plan of Kotler of overcoming and overcoming change are discussed.

**References**

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