



Adaptive Action and Immunity to Change ¹

What?

Rock's resistance to change

So What?

Patterns appear in response to _____.
[fill in with the change that is being resisted]

Now What?

Can we do to shift and ease those patterns of resistance?

STATUS

People resist change because they are trying to maintain their status, or identity, in the group.

CERTAINTY

People resist change because they want/need more certainty or clarity of expectations, in the system than the change represents.

AUTONOMY

People resist change because they fear the loss of autonomy, or the ability to make their own decisions, that might be associated with the change.

RELATIONSHIP

People resist change because they fear the loss or alteration of meaningful connections with others.

FAIRNESS

People resist change because they suspect a lack or loss of fairness in the system.