

MANAGING EMOTIONS

Many researchers have examined how people in organisations deal with change. The research shows that people tend to follow a broadly similar path in dealing with change. However, individuals move through that path at different speeds. The pace at which people progress depends on many factors. Important influences are the amount of support available to individuals, their personality and also the attitude they choose to adopt in relation to the change. It is also normal for people to move backwards and forwards through this process.

TRANSITIONS DURING CHANGE



“IT TAKES COURAGE
to let go
of the familiar
& EMBRACE THE NEW”

THE STAGES OF JOB TRANSITION

STAGE ONE: ENDING

SHOCK

When change is first announced, we are often shocked. For a short time we carry on as normal and we are not impacted to any great extent.



DENIAL

Having recovered from the initial shock, we often experience denial. We don't expect it to happen to us. Things won't be as bad as they say.



STAGE TWO: NEUTRAL ZONE

APATHY & LISTLESSNESS

Once the impact of the change is fully felt, there is often a time of emotional highs and lows as we learn to cope with the change.



STAGE THREE: NEW BEGINNINGS

EXCITEMENT & ENGAGEMENT

Once the situation is accepted, we can start to take some positive action. We begin to feel better and take things into our own hands.



HIGH ENERGY

Eventually, we accept the change and begin to achieve our personal goals again. We can look back on the experience and sometimes benefit from it.