

“Who moved the tree?”

“The tree always goes in front of the window”

“I think it needs to be in the corner this year”

“No, it goes in front of the window”

This exchange occurred just the other day between my beloved and myself. The whole focus of the conversation was on change. Not a big deal change, but a little change for a short period of time. I’m usually the one encouraging a bit of change and my beloved, well, he is often a bit hesitant. Or, as he calls it, the blessings of being consistent. I call it something else.

So we know we are all dealing with constant change, in our families and in the organizations where we work. Some of the change is small and some not so small. Sometimes change is placed upon us and sometimes we choose it. And we note that some people adapt to it, encourage it, enjoy it and others are slow to embrace it, don’t want it and don’t really enjoy it at all. I once heard someone say, “The only one that really likes change is a wet baby.”

What really happens to us when we are faced with change? What are the behaviors? Here is what the research tells us. It is a five-step process that goes like this:

1. Fear – we are alerted that something is different....and we begin to ask, “How will this affect me?”
“The tree isn’t where it belongs, oh my!!”
2. Resistance – many times we will have a sense...this is stupid, doesn’t make sense, ... “I’m not doing it” **“I can’t believe that you are putting it there, I’m moving it back”**
3. Compliance – ok, we say. If I have to, I guess I’ll do it...
“Not worth fighting over...whatever”
4. Acceptance – “I guess this isn’t too bad”
“Doesn’t look to bad there....can still see it from the window”
5. Support – “This was a really good idea (that I had) ☺”
“Aren’t you glad I put the tree in the corner”

So the next time we are faced with change we need to think about this process and the feeling that we have as natural. It might help us get through it a little easier..... Enjoy the holidays and your tree wherever it may be!!