



## Module 2 - SLP

### INDIVIDUAL RESISTANCE TO CHANGE

As we have established, resistance to change occurs at various levels: Individual, group, and organization. Moreover, resistance to change is both a workplace and personal phenomenon. Therefore, organizational change theory applies in both contexts.

For the Module 2 SLP, you will consider either a personal or workplace situation in which you personally resisted change. In a well-written 3-4 page paper, please respond to the following:

**Part One: (Description):** Describe a situation in which you resisted a personal or an organizational (workplace) change.

**Part Two (Application and Analysis):**

- a. Identify the specific reasons that contributed to your resistance to change. You may use the following article as a source (note the 12 reasons that people tend to resist change):

Torben, R. (2011, May 23). Top 12 reasons why people resist change. Retrieved from <https://www.torbenrick.eu/blog/change-management/12-reasons-why-people-resist-change/>

- b. What measures, if any, were taken (by yourself, by others, by top leadership, etc.) to decrease resistance to change?
- c. What was the outcome of the change, and how were the concerns you identified in Part One above resolved?

**Part Three (Insights):** Now that you have a better understanding as to why individuals resist change, what insights have you gained that would affect how you would approach this change today? What have you learned that you can use to enhance your ability to lead change? Will you approach the change process differently in the future?

### SLP Assignment Expectations

1. Your SLP should be 3–4 pages in length (not including Cover and Reference pages).
2. Be sure to cite your sources using APA Style.
3. Upload your paper to the SLP 2 Dropbox before the assignment due date.

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