

THE OPPORTUNITY OF CHANGE

Opportunity #2:

Factors of Resistance



Factors of resistance are the **RISKS** we perceive we must take to step outside of our comfort zones.

Factors of resistance to change require a conscious effort. The first step is to be able to state the change and the risks associated with making it.

Making a change then is much about **MANAGING RISK**—simply put, it's about looking at all the evidence surrounding your losses and investments. Let's explore what making a change might cost you.



Merriam-Webster Dictionary

RISK: The possibility of loss or injury.

MANAGEMENT: The act or process of deciding how to use something.

Is the risk of change greater than the risk of staying put?

Making a change means that you have decided to move in a direction that is different and unknown with the belief that somehow it will be better for you. The problem is that you have no evidence yet. Therefore, taking that first step is risky, and you may only want to take it if you genuinely believe or feel that the risks of staying put are greater than those of moving forward.

What is your perception of the risk involved in changing your direction in life?

"A year from now you will have wished you started today." --Karen Lamb

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Am I still connected to other people who I identify with my old way?

Because we are a social species, we become like and remain connected to those we know, those who have taught us, those with whom we are familiar – at times even to our own harm. We form emotional bonds of loyalty that are sometimes hard to break free from so we can move in a new direction. As rational as your new way may seem to you, you may find yourself up against all those emotional attachments to those who are a part of your old way.

Can you identify attachments to people who are associated with your old way? Who are the people who support your new way?



Do I fear that I lack the competence to change?

Sometimes moving in a new direction requires changes in skills and abilities, or even getting new ones. You may not feel that you will be able to make the transition very well. To be successful at managing your change, a careful step-by-step plan detailing the specifics can help boost your confidence.

What skills, abilities, or resources do you feel you lack to be successful at your change process?

“If you do not change direction, you may end up where you are heading.” –Lao Tzu

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Do I feel overloaded and overwhelmed?

Fatigue can really kill a change effort. When you're introducing a change effort, be aware of fatigue as a factor that could keep you from moving forward. If you have been through a lot lately, you may resist change just because you are tired and overwhelmed, perhaps at precisely the time when more radical change is most needed. Remember that fear can produce its own fatigue too. Praise your accomplishments and be patient enough to let yourself vent without getting too caught up in unproductive negativity.



What kinds of things can you do to make sure that you do not become overloaded or overwhelmed during your change process?

Will the proposed change threaten my sense of who I am?

Sometimes change gets right to a person's sense of identity. As a result, you may feel that the "benefits" of being who you are in a certain place filling a particular role will be lost with the change. When resistance springs from these identity-related roots, it is deep and powerful. To minimize its power, you must be able to understand it and then address it, acknowledging that change does have costs, but also, many larger benefits of being the best person you can be.

What aspects of your change process do you perceive as a threat to your personal identity?

"If there is no struggle, there is no progress." –Frederick Douglas

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Am I afraid of a loss of status or quality of life?

Real change will reshuffle the deck a bit. Reshuffling the deck can bring wins and losses in the proposed change process. Change should prompt you to look for the successes instead of all the ways you could fail. In the real world, there will be obstacles aligned against your change. Some people will be against your change because they will clearly view the change as being contrary to their interests now. You may lose them or let them go in the process. However, with every obstacle there is an opportunity that will help you to move forward in your change process.

What will be some of your losses, obstacles, and opportunities in your change process?

My Losses	My Obstacles	My Opportunities

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“You were taught to change the way you were living. The person you used to be will ruin you through desires that deceive you. However, you were taught to have a new attitude.”

The Apostle Paul
Ephesians 4:22-23 (GW)

