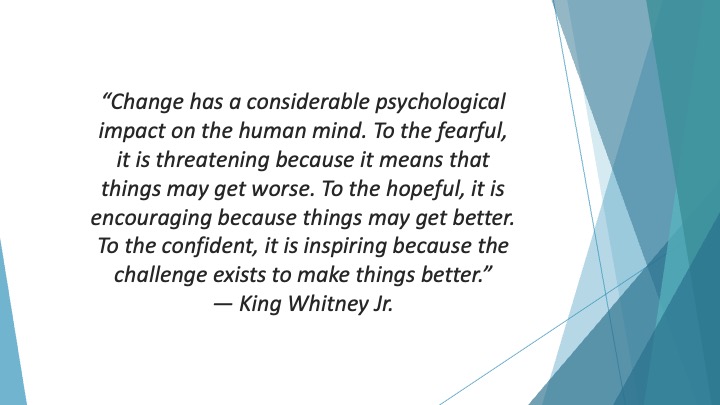
**Chapter 8: Dealing with Resistance of Incremental Changes**

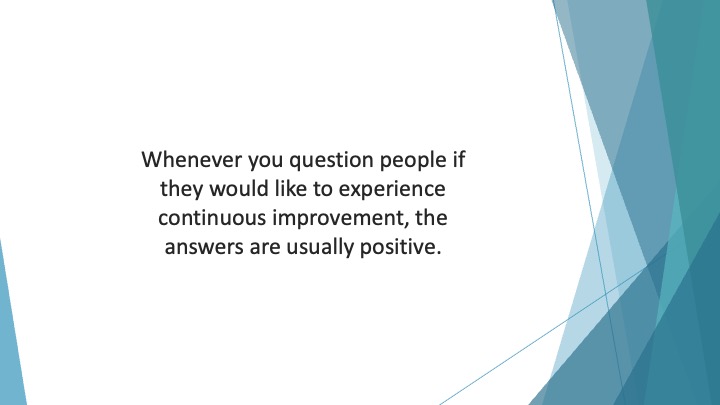
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**S1** : In this video, we’ll talk about “Dealing with Resistance of Incremental Changes”

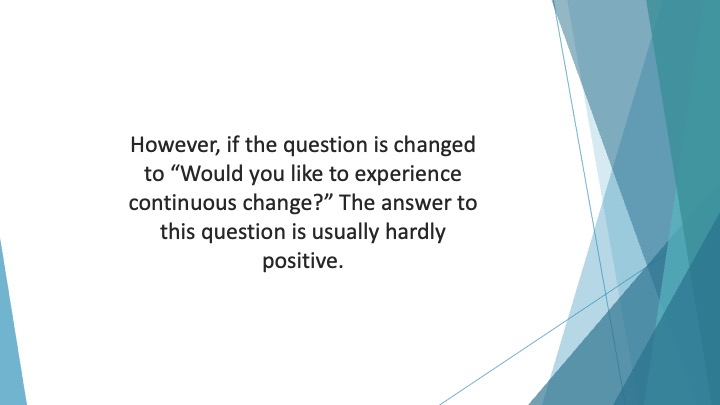


**S2 :** “Change has a considerable psychological impact on the human mind. To the fearful, it is threatening because it means that things may get worse. To the hopeful, it is encouraging because things may get better. To the confident, it is inspiring because the challenge exists to make things better.”

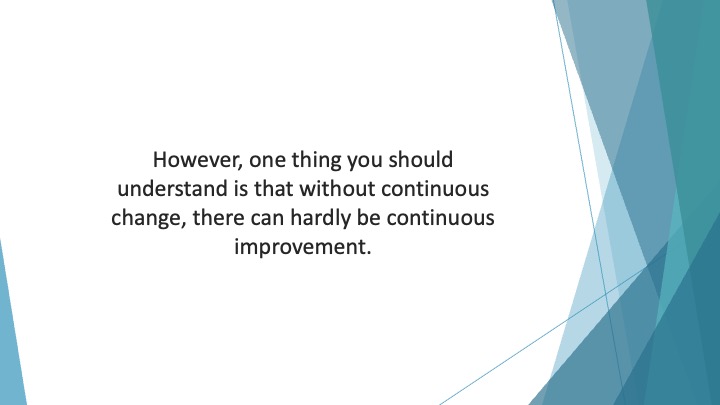
— King Whitney Jr.



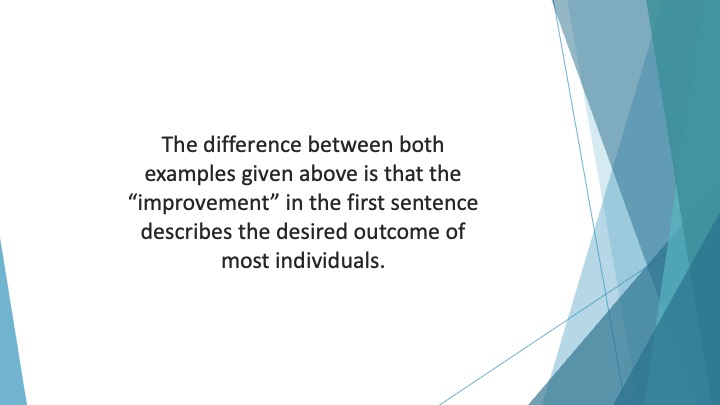
**S3** : Whenever you question people if they would like to experience continuous improvement, the answers are usually positive.



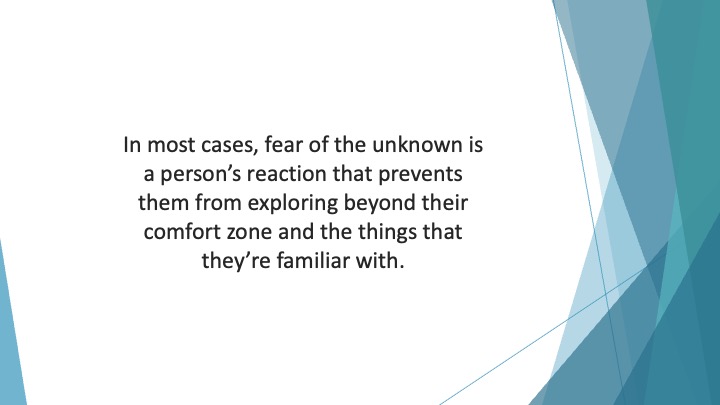
**S4** : However, if the question is changed to “Would you like to experience continuous change?” The answer to this question is usually hardly positive.



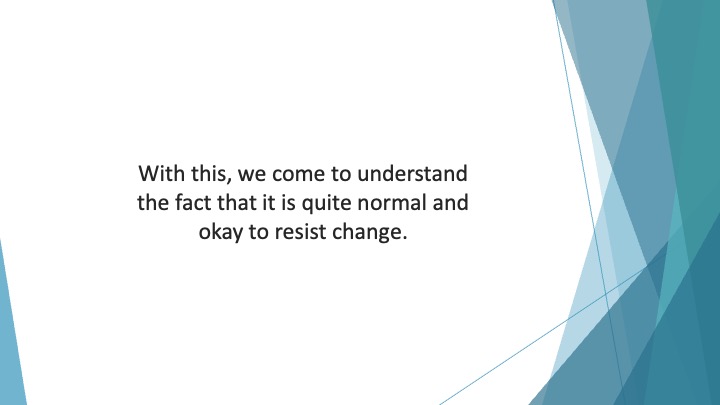
**S5 :** However, one thing you should understand is that without continuous change, there can hardly be continuous improvement. So it seems as though many want to benefit from hard work without going through the experience itself.



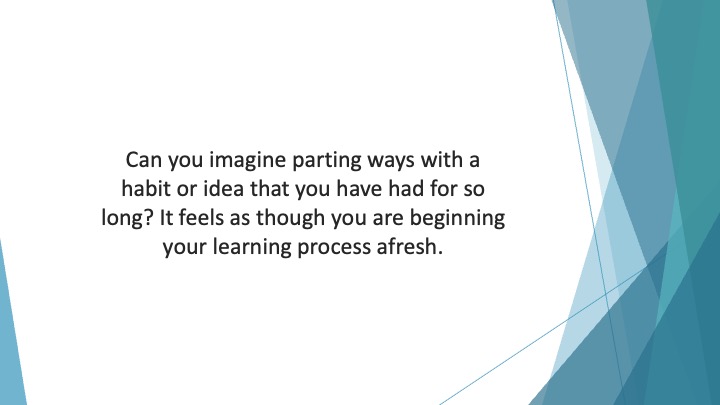
**S6 :** The difference between both examples given above is that the “improvement” in the first sentence describes the desired outcome of most individuals. On the other hand, change describes a situation that is risky, messy, unpredictable, and not so easy to achieve.



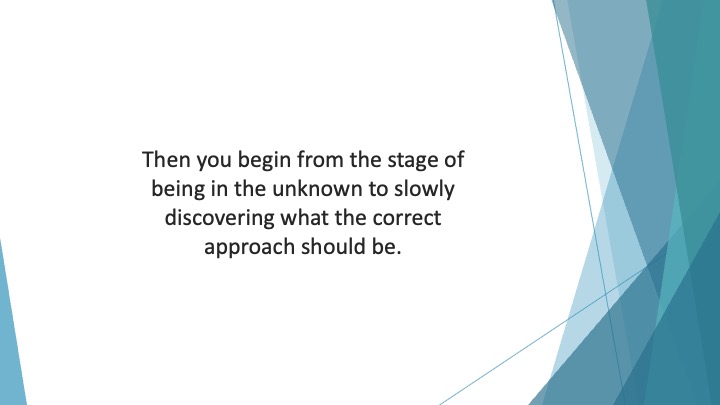
**S7 :** In most cases, fear of the unknown is a person’s reaction that prevents them from exploring beyond their comfort zone and the things that they’re familiar with. This is because they believe that the fear of the unknown keeps them safe from harm and uncertainties.



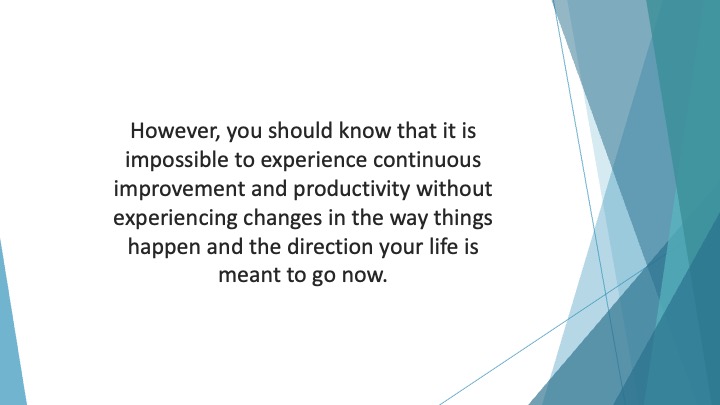
**S8 :** With this, we come to understand the fact that it is quite normal and okay to resist change.



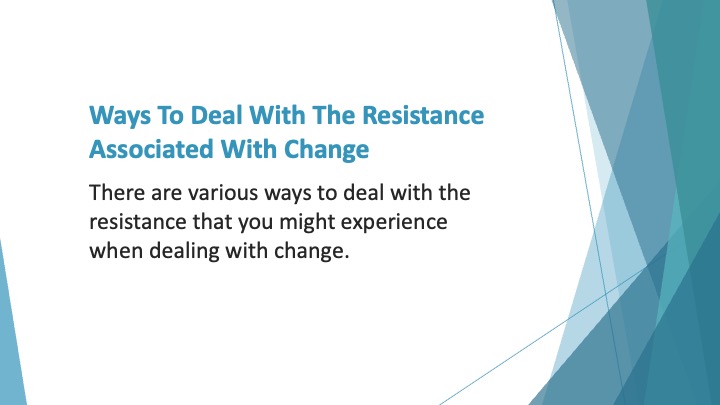
**S9 :** Can you imagine parting ways with a habit or idea that you have had for so long? It feels as though you are beginning your learning process afresh.



**S10 :** Then you begin from the stage of being in the unknown to slowly discovering what the correct approach should be.

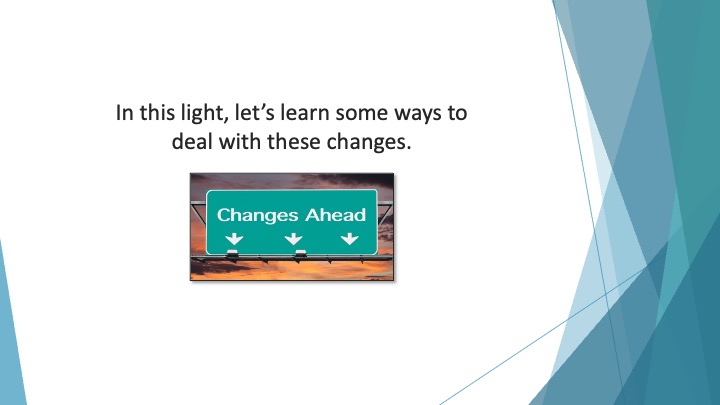
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**S11 :** However, you should know that it is impossible to experience continuous improvement and productivity without experiencing changes in the way things happen and the direction your life is meant to go now. In this case, it is best to learn how to manage and embrace change.

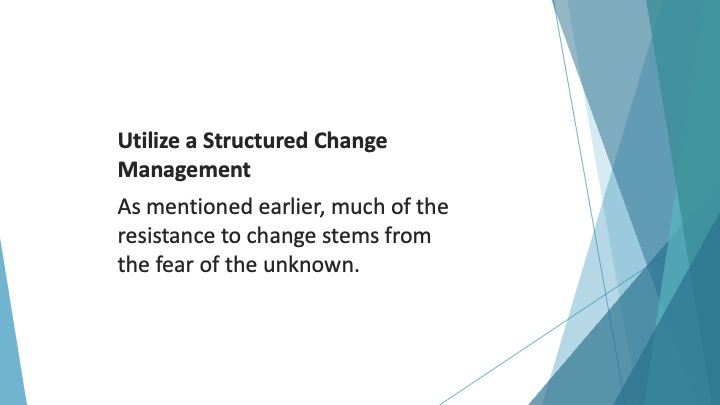


**S12 :** Ways to Deal with the Resistance Associated with Change

There are various ways to deal with the resistance that you might experience when dealing with change. While incremental change is not as sudden as radical change, it still alters some principles that you already have working for you.

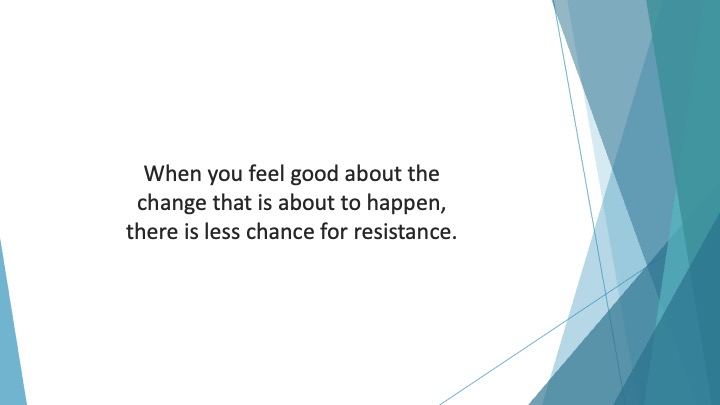


**S13 :** In this light, let’s learn some ways to deal with these changes.

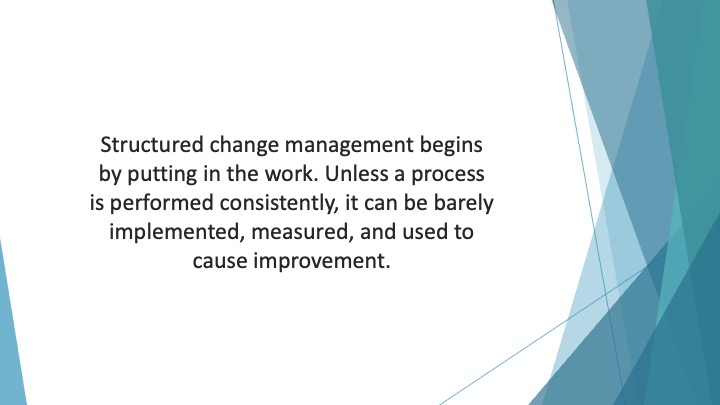


**S14 :** Utilize a Structured Change Management

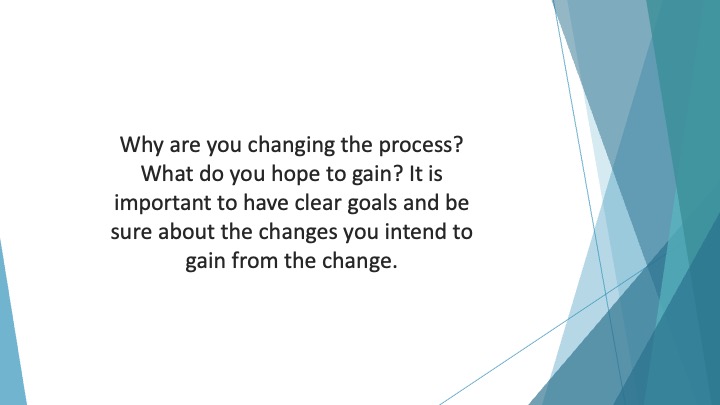
As mentioned earlier, much of the resistance to change stems from the fear of the unknown. Therefore, good change management practices can help dispel this fear by cutting back on the risk involved and letting yourself get involved from the very beginning.



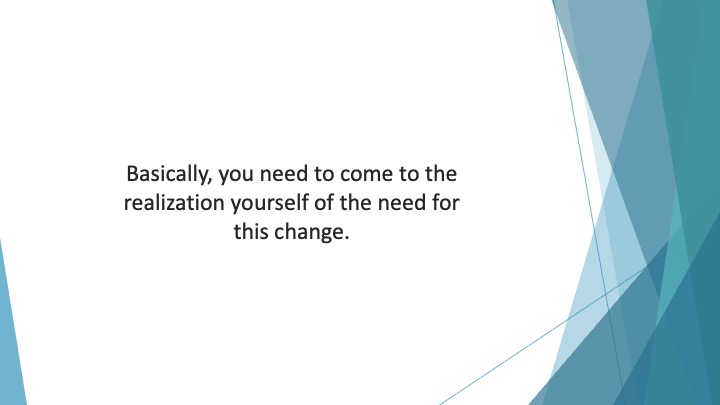
**S15 :** When you feel good about the change that is about to happen, there is less chance for resistance. Also, the outcome is likely to become better and more productive.



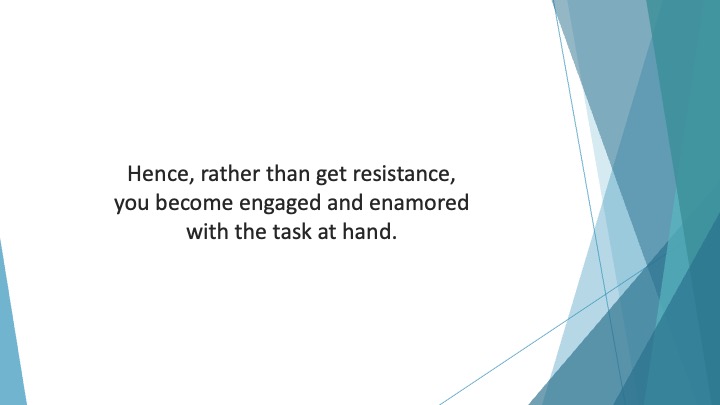
**S16 :** Structured change management begins by putting in the work. Unless a process is performed consistently, it can be barely implemented, measured, and used to cause improvement. Having a strategy in place leads to reliable expectations, and this stability of thought forms a strong foundation for change.



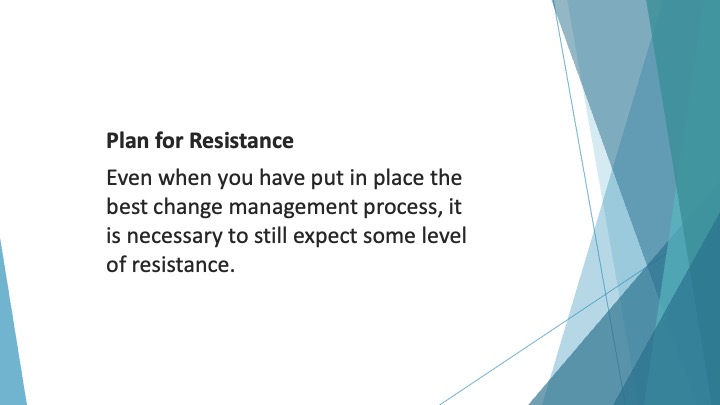
**S17 :** Why are you changing the process? What do you hope to gain? It is important to have clear goals and be sure about the changes you intend to gain from the change. The moment you understand the reasons for change, the lesser the resistance is.



**S18 :** Basically, you need to come to the realization yourself of the need for this change. Once you do, only then can you come up with ideas for improvement.

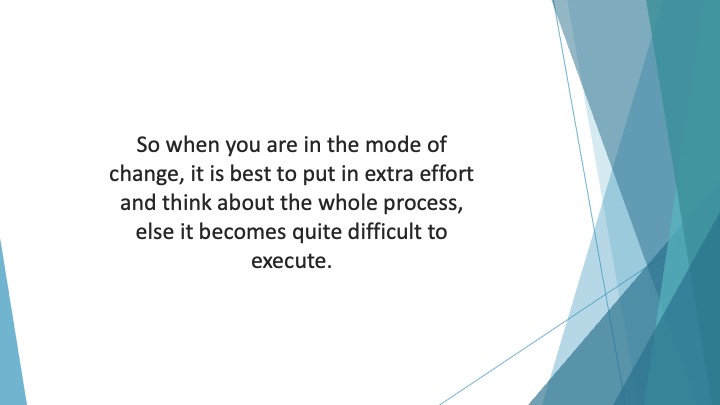


**S19 :** Hence, rather than get resistance, you become engaged and enamored with the task at hand.

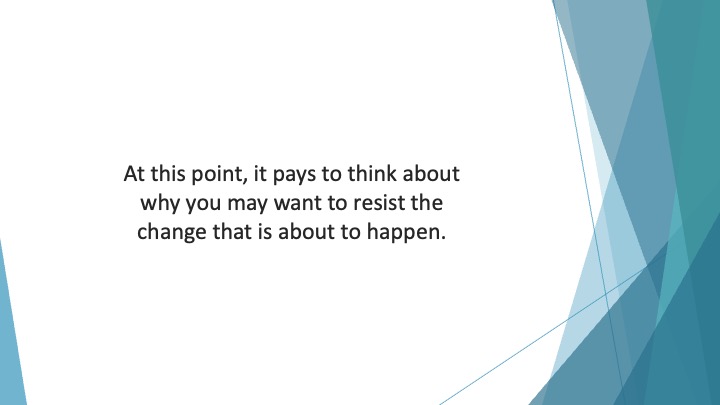


**S20 :**  Plan for Resistance

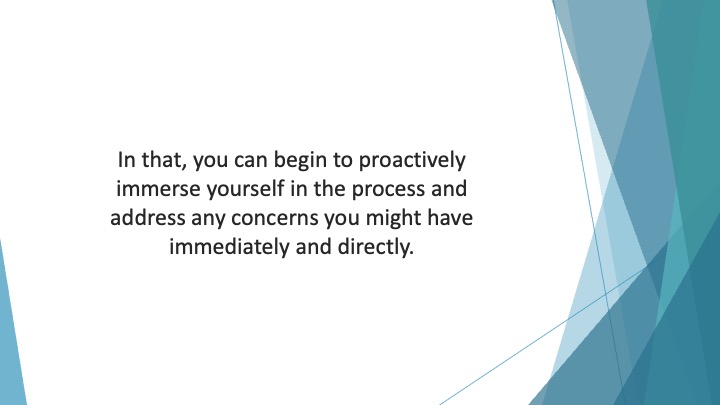
Even when you have put in place the best change management process, it is necessary to still expect some level of resistance. The human brain finds it hard to develop new habits and do something that deviates from what it is already familiar with.

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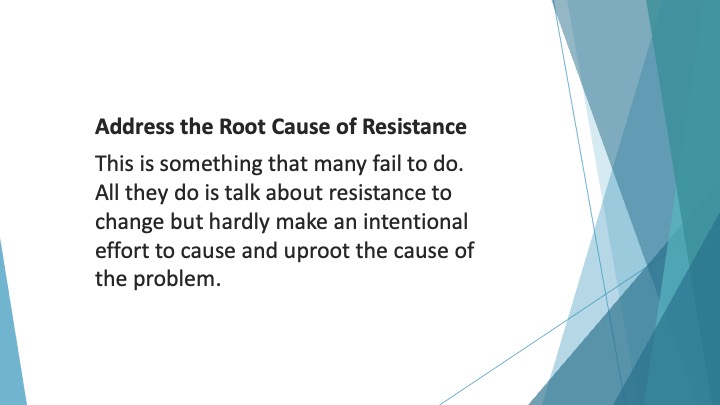
**S21 :** So when you are in the mode of change, it is best to put in extra effort and think about the whole process, else it becomes quite difficult to execute.



**S22 :** At this point, it pays to think about why you may want to resist the change that is about to happen. Once you have identified why you are likely to resist, you are on the right path.

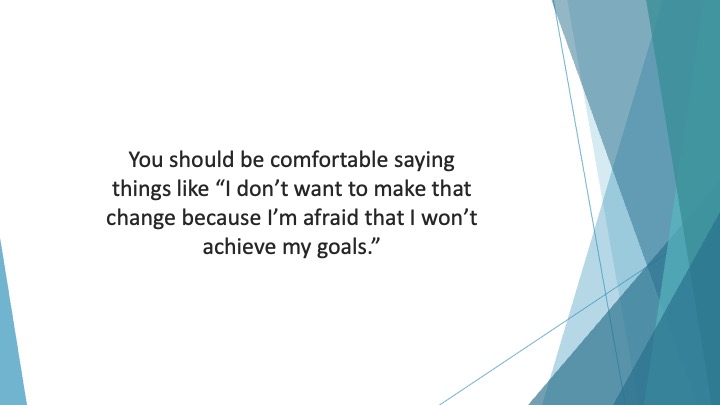


**S23 :** In that, you can begin to proactively immerse yourself in the process and address any concerns you might have immediately and directly.

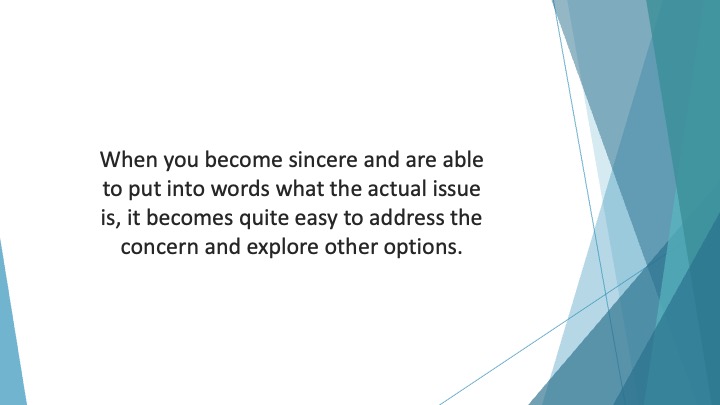
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**S24 :** Address the Root Cause of Resistance

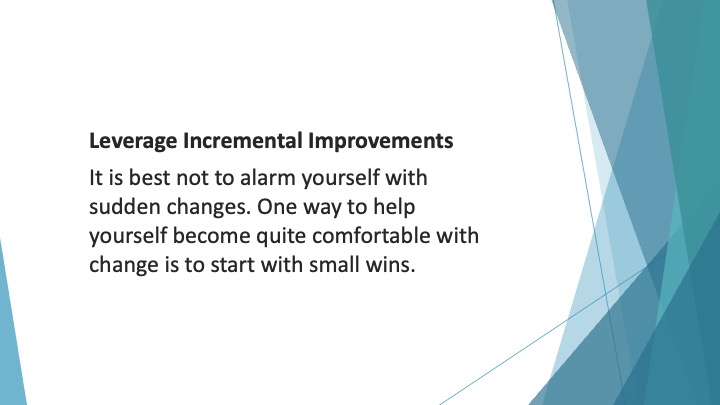
This is something that many fail to do. All they do is talk about resistance to change but hardly make an intentional effort to cause and uproot the cause of the problem. It is not a bad thing to admit why you don’t want to make changes in certain areas.

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**S25 :** You should be comfortable saying things like “I don’t want to make that change because I’m afraid that I won’t achieve my goals.”

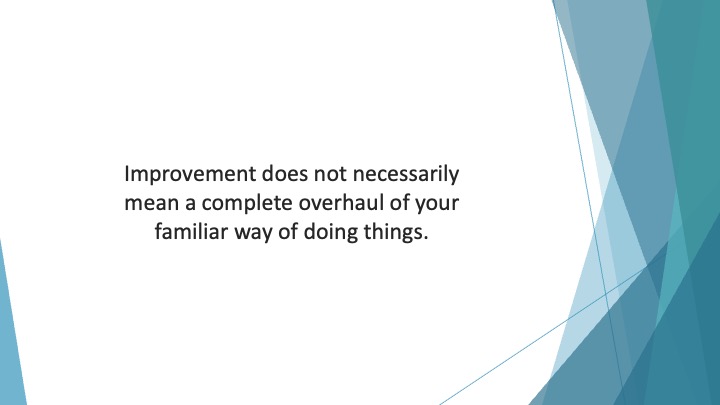
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**S26 :** When you become sincere and are able to put into words what the actual issue is, it becomes quite easy to address the concern and explore other options. If you don’t experience your fears, you’ll be faced with resistance (a coping mechanism) that you neither understand nor expect.

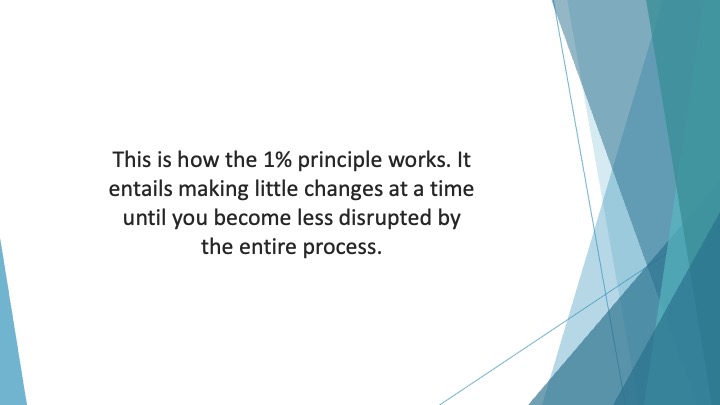
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**S27 :** Leverage Incremental Improvements

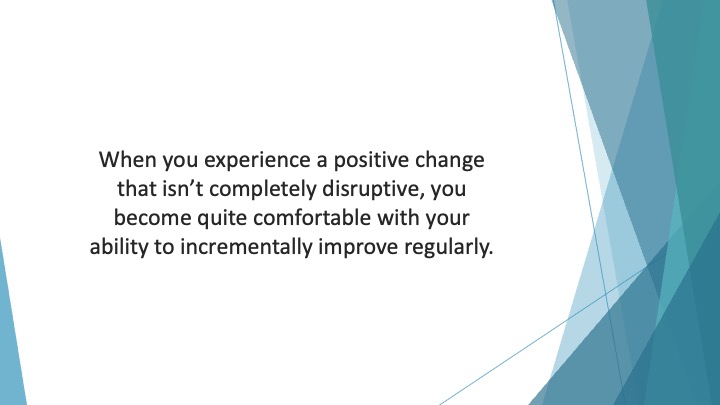
It is best not to alarm yourself with sudden changes. One way to help yourself become quite comfortable with change is to start with small wins. Don't be too hasty in your goal to succeed or grow that you ignore the excruciating process and emotional factors involved.

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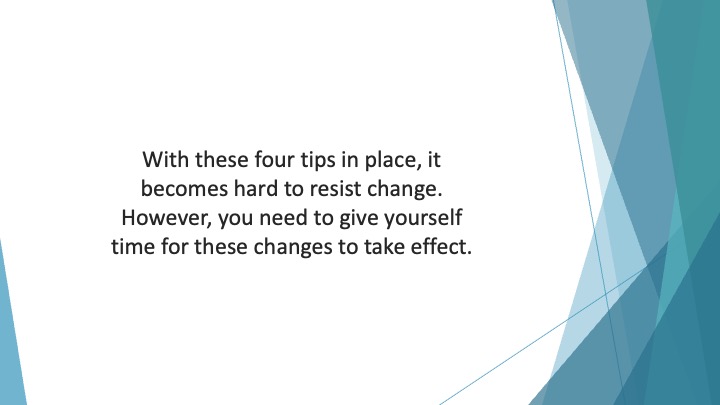
**S28 :** Improvement does not necessarily mean a complete overhaul of your familiar way of doing things. It is possible to get results and improvement with one small adjustment after the other.

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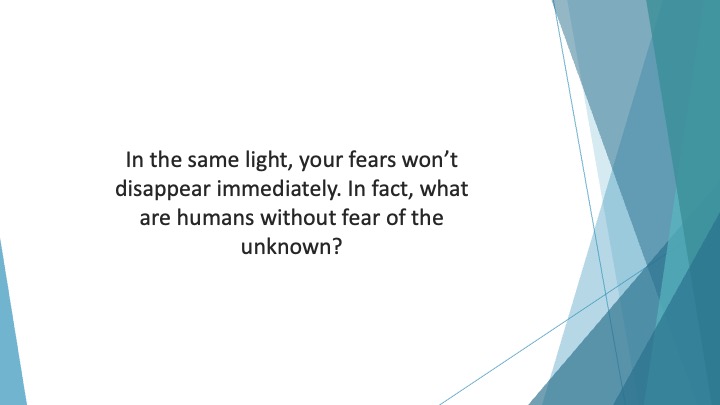
**S29 :** This is how the 1% principle works. It entails making little changes at a time until you become less disrupted by the entire process.

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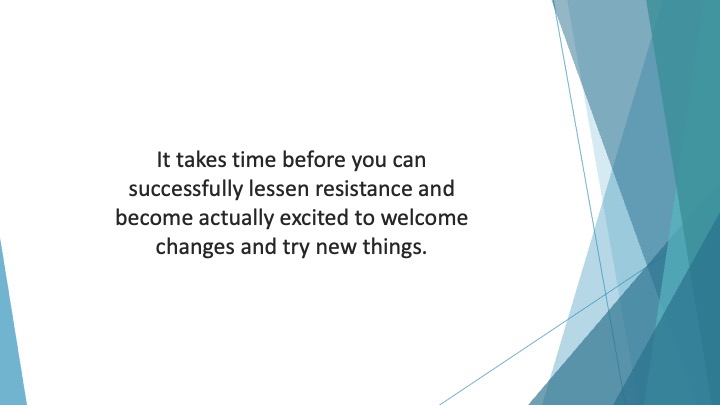
**S30 :** When you experience a positive change that isn’t completely disruptive, you become quite comfortable with your ability to incrementally improve regularly. The moment you take change to be a common phenomenon, it becomes less frightening and super doable.

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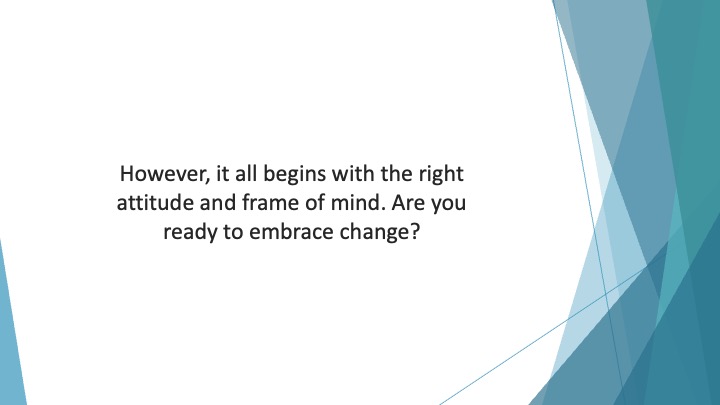
**S31 :** With these four tips in place, it becomes hard to resist change. However, you need to give yourself time for these changes to take effect. Rome wasn’t built in a day.

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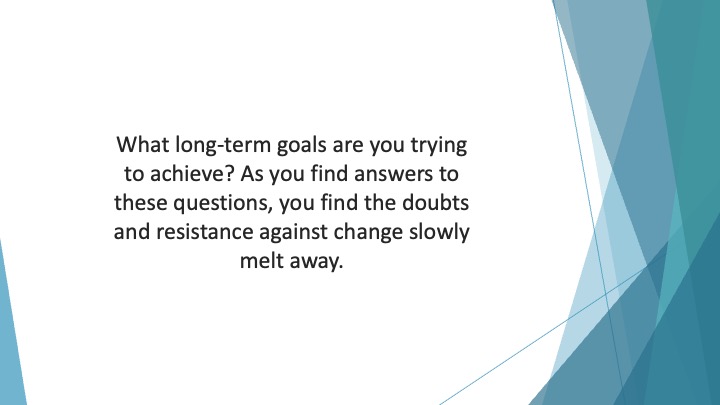
**S32 :** In the same light, your fears won’t disappear immediately. In fact, what are humans without fear of the unknown?

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**S33 :** It takes time before you can successfully lessen resistance and become actually excited to welcome changes and try new things.

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**S34 :** However, it all begins with the right attitude and frame of mind. Are you ready to embrace change? Why do you feel compelled to adhere to these changes?

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**S35 :** What long-term goals are you trying to achieve? As you find answers to these questions, you find the doubts and resistance against change slowly melt away.