

# Approaches to managing reactions to change

Change is a process. Employees are comfortable with and prefer the current state. Transitioning through change creates stress and anxiety. In most cases, the future state is unknown or not well understood. In reality, each impacted employee has his or her own current and future state and not everyone arrives at the future state at the same time. Some employees may never make the transition. An adaptation of *Kubler-Ross "Change Curve"* is presented below to demonstrate the various reactions to change. We've applied approaches to assist in managing employee transition.

