



Support your employees during periods of change

Stakes

Changes within organizations are increasingly frequent and varied. Change, however, is never easy to accept. We tend to prefer the more reassuring status quo, because change, be it positive or negative, challenges our ability to adapt and triggers a stress reaction which we would rather avoid. This is why many managers are surprised to see their teams "resist" proposed changes even when everyone agrees that they are absolutely necessary. Line managers play a key supporting role in this respect.

Step-by-step support

Accepting change always takes time. Psychologists compare this phenomenon with the mourning process, in which people must break with the past before they can turn towards the future. You can help your employees deal better with change by helping them get through these stages both emotionally and intellectually.

