

Effects of Change on the Organization

One of the greatest challenges managers face today is helping their workers deal with change. It is important that you are prepared to help your workers navigate this complex and often emotional process. Understanding how people deal with change will help you manage a successful transition.

Change affects workers in different ways. Some common responses you may see are listed below.

Loss of self-confidence. Change can cause people to feel incompetent, needy, and powerless. To help in this area make workers a part of the planning and execution process. Implement a support system to deal with the changes that will occur before, during and after change is implemented.



Confusion. Change alters the regular routine of a workplace and often creates chaos. As a manager, your leadership skills will be critical in reestablishing formal patterns and routines.

Conflict. Change can create loss of meaning and purpose. Individuals become attached to things that they consider the norm and to the stability of their workplace. When change occurs workers often have difficulty letting go of old ways of doing things. It is important to address conflict as it arises and create an open forum for communication where workers can safely deal with interpersonal conflict.

First Sun EAP has a dedicated Risk Management Team available to assist you with these issues. You can call any time for a free confidential consultation to discuss these or any workplace issues that affect the performance of your associates toll free at 1-800-968-8143 or in Greater Columbia, (803) 376-2668.

For more information on this topic as well as the other benefits you receive from First Sun EAP, please see our website at: www.firstsuneap.com.

If you are interested in coaching for yourself or someone in your organizations, First Sun Consultants are available to provide personalized coaching on an employer sponsored or self-pay basis. Call us for details!