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*A series of tips that
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Managing Change

Dr. Susan Cain, Ed. D & Taylor Viering | Corporate Learning Institute

There's always room for improvement. Two-Minute Reads are a free tool you and your organization can use just for that reason.

Every individual goes through the following four-stage process when dealing with change:

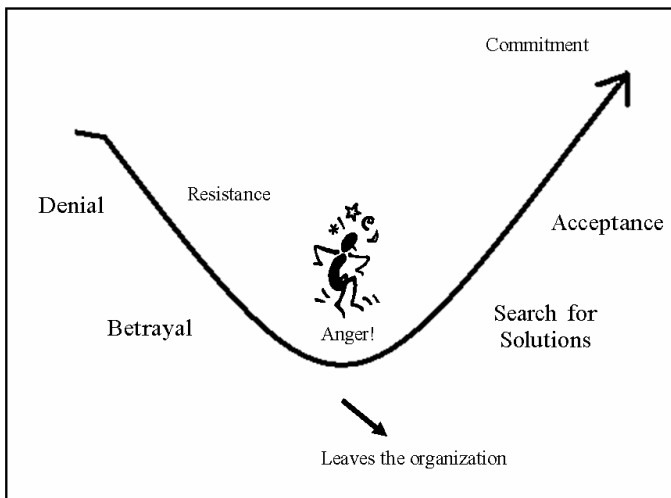
Stage 1: Denial

Stage 2: Betrayal

Stage 3: Searching for Solutions

Stage 4: Acceptance

The difference between individuals is the length of time it takes for them to go through each stage. Some can move through the four stages in a matter of minutes, yet some take years to move through one stage. In fact, some people will get stuck in a stage. When a person gets stuck in a stage, there is a high probability it will be in the Betrayal stage. They feel that their organization has not only let them down, but is working against them. This feeling can lead to anger, resistance, and depression. As you know, this is not good for the employee and those around them. If you get stuck, think about using your strengths, creative thinking and support to get through.



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