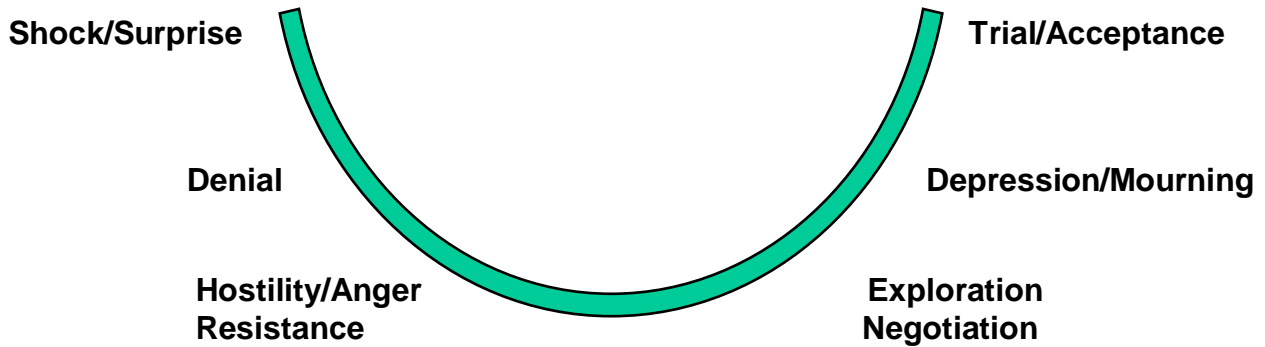


## The Change Curve

How are you feeling? Where are you in the YOUR change curve?



### **Shock/Surprise**

The initial reaction may range from initial shock and upset to a feeling of surprise.

### **Denial**

The next reaction tends to be one of disbelief or denial. "If I don't think about it – it might go away and never happen"

### **Hostility / Anger / Resistance**

The reality of the pending change could cause displeasure in the form of negative reactions.

### **Exploration / Negotiation**

As implementation nears, those affected may begin to look at concessions

### **Depression / Mourning**

Deep concern of the change and regret at leaving behind the comfort of what you know.

### **Trial / Acceptance**

The time for seeking new directions and opportunities with a positive frame of mind