

Reactions on reaction paper assignment



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Reaction on Reaction Paper The first thing that came to my mind when I have heard about Reaction paper is “ What exactly is it? ” and before I get an understanding of that, I resisted that change. But later, when I have studied about it and understood its purpose, I have started thinking “ Why people avoid change at the first look without an analysis? ” The general human tendency is to live in a comfortable zone in which he has lived for quite some time. He draws a circle, thinks that circle is his whole world.

Any small change to that particular circle causes lot of discomfort to him and the first thing he does is to resist the change. The reaction can be a positive one or negative one and it depends on four parameters Attitude, Pre-experience, Knowledge and Mindset of the person who is exposed to that particular situation. I am going to explore a little more about all these parameters in this reaction paper. Attitude of a person has roots in the environment he has been brought up. There can be two types of attitude: positive and negative.

If he has seen all the negative reactions from the people surrounding him, he will react in a negative way to whatever he faces. The same is applicable even to positive attitude. It takes lot of effort and time to change the attitude of the person. For example, a positive attitude person, when hears about Reaction paper, thinks that “ This is something different from what I have seen till now. It looks very interesting and let me try it out” and negative attitude person thinks “ Why is this reaction paper? Why do we have to change the traditional system?

Anyways it won't bring much change in my thinking". When we talk about attitude, remember that it comes without any thought process. It is just the impulse effect. Pre-experience is another parameter which highly influences the resistance to change. If the person has faced similar situation in the past and his positive attitude has not brought him any fruitful results, he will immediately react to the change. He won't be doing an analysis what exactly happened in the past situation and how exactly the new situation is different from that.

The moment he brings in the pros and cons of the both situations, he will be in a good position to analyse the situation. But for this, he should have faced the similar situations with different outcomes because of different attitudes. If he has seen the same outcome even with different approaches, then he is bound to react in a negative way to the situation. Mindset as a factor depends on mood of the person at that moment. If the person has been tired for the complete day, he won't be in a position to accept the change.

This is applicable to sad/fear/angry moods. When he is in any of the moods as mentioned above, negative matter is generated in the brain and that affects his mindset to the situation. In contrast, if the person is in a joyous mood, he readily accept the change at that moment even without analysis as joy/happiness produces positive matter in the brain. Complete knowledge of the situation is also another factor which affects the reaction/action.

Depending on the amount of knowledge, person's perception of the situation changes.

If he has the complete knowledge of the situation, he will react in a positive way. One example can be policy communication in the Organization. When the employer communicates well about the change through workshops, fun events and drives the need for it, then it takes very less time for the employees to get adjusted to the change. In contrast to that, if you just talk about change without giving the knowledge about why it is required, why now etc, then employees are tend to react in a negative way to the change.

In brief, if the person can control all the four factors mentioned above, he takes the change process in positive way. If I have to link it with one of the Teachings from the class, I will say that my question of “ Why people avoid change at the first look without an analysis? ” is the problem statement and the theory I searched for is people reactions to the change. I identified four variables to identify the cause for the reaction. Finally, I have developed my own theory of “ Reasons for the reaction of the person to a situation and ways to control it”