

# [Being when you’re are facing a change is](https://assignbuster.com/being-when-youre-are-facing-a-change-is/)

Being resistance to change issomething that a lot of people deal with, a lot of the time it is simplybecause they fear the unknown. For example, when an employee has a dailyroutine they follow that works for them they may be more prone to resisting achange because they fear this change may not allow to them to work at the samelevel they did before.

A situation where I was resistant to change was when Iwas a pizza delivery driver. Even though my job was fairly simple I enjoyed it. I was able to get out and enjoy the weather in the summer and I was making good moneywith tips and my hourly wage. However, I realized that I couldn’t be a deliverydriver forever and that I needed to get some real work experience. I wasn’t necessarilydying to get a new job, but I knew it was essential in order to prepare me forthe future. Something that helped me accept that I needed a job change wasidentifying the pro’s and cons. I believe looking at the pro’s and cons of asituation is essential in making the right decision.

Identifying the pro’s andcons when you’re are facing a change is part of Lewin’s first step ofUnfreezing in his change model.     Lewin’smodels suggest that this first step is essential in order to accept a change. The unfreezing step is all about preparing yourself for a change. Lewinimplements something he calls a forced field analysis which basically helpsweigh the for and against change, which helps you ready yourself for a change.            Lewinunderstood that change is a process and not something that can happen all atonce. He calls this process transition, which is the second step in his changemodel. This stage takes place when we implement the change that we require.

Forme this process took place after I realized I needed a new job in order to gainwork experience. In order for this step to work your peers have to give you timeand be understanding that it will take some time to get use to the changes youare faced with.             Thelast step in Lewin’s is called freezing which means to adjust and to implement consistentroutine that you can get used to. In order for this step to work one mustaccept the changes they are faced with and establish it as apart of their standardday. You must reinforce your change and be sure you have fully accepted thechange you were looking for. When I started my new job at Len Stoler it took mea week or two in order to “ freeze” the change I was faced with.

Once I got thebasics to my new job down I was able to get into a routine and make it my newnorm.