

Leadership roles and management functions in nursing

[Business](#), [Management](#)



Unfreezing is the stage of making people let go of an old habit (Marquis 158). After letting go the old habit the change stage comes in, people are then thought to embrace the new habit in their behavior. Finally, when change has taken place freeze stage can be achieved easily as it involves making the change a new habit.

For change process to be successful one must understand the reason why change should happen, a motivating factor should be there for it to be realized. Change begins from the unfreezing stage, acceptance to change is very necessary. According to Marquis (157) this stage requires that individuals prepare mentally to receive the new habit and let go the old. We have to feel that there is a need for change so as to embrace change easily. This is usually the most difficult stage to achieve. When individuals get used to a certain way of doing things, it usually is very hard to make them change and embrace a new way of doing the same thing (Marquis 158). People tend to question the importance or relevance of the new idea.