

Replace the grey instructional text with your own content. Use the [change management information and resources on the Wire](#) to help guide your thinking.

Who is resisting the change? <i>Individuals or teams? Senior leaders, team leaders, senior officers?</i>	Key area of resistance <i>What are the reasons the employee is resisting the change?</i>	What is the barrier? <i>Which elements of ADKAR are currently strong or weak for the individual or team?</i>	What actions can be taken to address the areas resistance? <i>How will you manage the areas of resistance?</i>	Who will be responsible for each action? <i>The sponsor? The direct manager? Individuals?</i>
	<p>Employees</p> <ul style="list-style-type: none"> Not aware of the underlying business need for the change Fearful of losing their role Perceived need for new skills they currently lack Current state provides personal rewards, sense of accomplishment and fulfillment Do more with less for the same pay <p>Managers</p> <ul style="list-style-type: none"> Loss of power, responsibility, or resources Overburdened with current responsibilities and workload Lacked awareness of the need for change Lacked the skills needed to manage the change (feeling unprepared) Feeling fearful or uncertain about the changes being made 	<p><i>Are they aware of why the change needs to happen, the benefits, what's in it for them and the risks of not changing?</i></p> <p><i>Do they have the desire to participate in and support the change?</i></p> <p><i>Do they have the knowledge required to change? Do they require further training or coaching?</i></p> <p><i>Do they have the ability to implement the desired skills and behaviours? Is there help from SMEs? Has there been hands on training?</i></p> <p><i>Are reinforcements in place? Follow up training, celebrations, monitoring the benefits, accountability.</i></p>	<p><i>What additional consultation or communication is required?</i></p> <p><i>How will you communicate? (group meetings, one-on-ones, email)</i></p> <p><i>Can current decisions be changed?</i></p> <p><i>Are there any obstacles that may prevent the change from happening?</i></p>	