Name: Jordan Withell

Student Number: 67307220

Assessment: MGMT101 Reflective Journal 6

Word Count:

Question: Think of a specific **personal change** you want to make in your life (e.g., adopt a healthier diet, learn a new skill or drop a bad habit). Applying Kurt Lewin’s change model (unfreezing, changing, and refreezing) to your personal situation, explain how you go forward with making this change.

Kurt Lewin’s change model states that there are 3 stages to change. The unfreezing stage, changing stage, and refreezing stage. A personal change I want is to drop a bad habit of going to sleep too late

In the unfreezing stage, the problems are identified, and everyone is made aware of these. Everyone becomes motivated to change and are presented with what the desired state would look like after change. I am aware that this is a problem and want it to change. I can look at studies showing how good more sleep is for you and be motivated to make a change. I then need to decide on what the desired state would be, it could be going to sleep before 11 or making sure I get 8 hours of sleep every night.

In the changing stage, everyone learns new skills, changes behaviors or gets different training and implements the changes. this is usually the hardest of the stages as not everyone is happy to change and can take some time to get used to it. I need to change my behavior of going to sleep earlier, by forcing myself to go to sleep earlier, it makes my body used to going to sleep early and I will eventually want to go to sleep earlier.

The refreezing stage is where everyone has accepted the new change and is used to this new change. Everyone’s attitude is positive towards the change, and it is considered a success. People are rewarded and positive change in performance may be shown. In this stage, I will be used to going to sleep earlier and will not find it hard or force myself to do it. I can celebrate this as a reward and will be able to see positive performance in attitude and grades.