



IMPROVING
LEADERS,
CAREERS &
ORGANIZATIONS

A wide-angle photograph of a rocky coastline. The foreground is filled with dark, wet, and textured rocks. The ocean is a deep blue with white-capped waves crashing over the rocks. A semi-transparent blue rectangular box is centered over the water, containing the text "WHAT IS IT ABOUT CHANGE?".

WHAT IS IT ABOUT CHANGE?

FOR ALL OF US, AT LEAST SOME OF THE TIME, **CHANGE IS HARD WORK.**

Today's workplace is complex. It's dynamic, ever-evolving and full of change. For all of us, at least some of the time, change is hard. **It challenges us to rethink** our familiar ways of seeing and acting in the world. It demands that **we take risks** as we step outside our normal comfort zones and **try out new approaches**.

Yet, typically it's not the external workplace change itself that is difficult. Rather it's the internal transition – from an old way of being to a new way of behaving.

Research shows that the stress and frustration that emerges during times of change are caused less by any

In the midst of this complexity, even normally high-performing leaders with successful track records can experience challenges.

For executives, **change can actually feel counter-intuitive**. After all, our present success is the direct result of who we've been and what we've done. We ask: Why would I alter any of the traits that have brought me success this far? Why would I open myself to uncertainty?

particular change an organization introduces than by the internal transitions that individuals must undergo in order for that change to succeed.

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