

# BUD

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**Facilitating: The Reasons People  
Don't Want to Change Exercise**

# FACILITATING: THE REASONS PEOPLE DON'T WANT TO CHANGE EXERCISE

by Kevin Eikenberry

This Bonus Byte is a facilitation guide for the exercise you did in Chapter 12 of From Bud to Boss (page 72-76).

This exercise can be used to help a team better understand change choices in general or to help a team understand how team members are thinking about a specific change. The exercise will help them understand their thoughts and feelings about a change, and can then set the stage to help a team determine how to move forward more quickly.

Use this process as a guideline to help you facilitate this discussion:

- 1. Say:** “Let’s start with this assertion: People don’t resist change, they resist being changed.” Share some examples and let the group discuss briefly.
- 2. Say:** “Let’s explore the reasons people give for not changing or not wanting to change.”
- 3. Ask:** “What are all the things people say or think about a change – specifically when they don’t agree with it or don’t want to change?”
- 4. Do:** Spur additional thinking to make sure you get a full list. Allow people to have some fun with this and even be a little cynical.
- 5. Do:** Capture all of the ideas that come up. Here is a list of possible answers – try to get most of these – and all of the others you can from the group:
  - Things are pretty good already.
  - When something is good, why must we change?
  - There’s no reason to rock the boat.
  - I’m almost to retirement (and you can begin hearing this when people are in their mid 40’s).
  - I don’t think that change will be an improvement.
  - Change is too hard.
  - I’d rather put up with the problems I know about than trade them for the unknown.
  - Things are already working!
  - I don’t think we can make that change happen.
  - I don’t know what people are trying to accomplish.
  - There are problems now, but they are no big deal.
  - That may help the organization, but I don’t see how it will make my life/job any better.
  - No one can tell me how we will get to the change.
  - How do we get started?
  - What is the plan? or There isn’t a plan to get there.

- It will cost too much.
- There is too much risk involved.
- I don't think we need to be the first ones (to make this change).
- I agree with the need to change, but I want to see someone do it successfully first.
- This won't be worth the effort.
- This will be too much work.

**6. Say:** “Before we do anything else with this list, let’s briefly discuss the four categories of the change choice.” (Use your book to help you explain these a bit.)

- Satisfaction with the status quo
- Vision for the future
- The first steps (or the plan)
- The costs and risks associated with the change

**7. Do:** Put the four categories as headings on a flipchart or areas of a white board.

**8. Do:** Have the group place the items from the list they previously created in one or more of the categories. (Pages 73-75 give you locations for some of the items you might have identified.)

**9. Discuss:** The implications and ideas that come from the resulting four lists.

**10. Ask:**

- What does this tell us about the challenges and hurdles we face with change?
- How can we use this information to move ourselves and others forward on this (or any) change?

# ABOUT BUD TO BOSS

*Bud to Boss* provides new leaders and organizations looking to develop new leaders with insight, resources and powerful learning opportunities designed to specifically address the challenges of successfully transitioning from peer to leader.

To speak with someone about how we can help you or your organization, send a note to **info@BudtoBoss.com** or call the number on this page.

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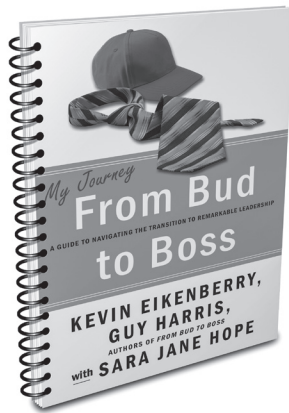


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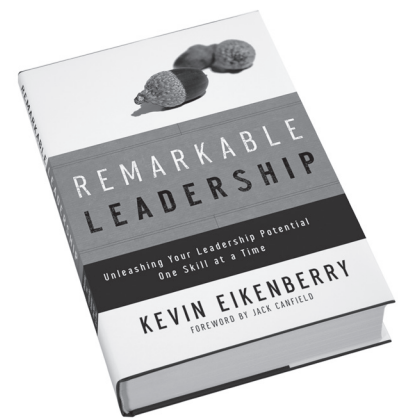


## My Journey From Bud to Boss

A companion volume to the From Bud to Boss book, the Journey is a workbook designed to help you apply the knowledge gained to actual work experiences. It includes activities, questions, and exercises designed to take you beyond the concepts introduced to you during the Workshop or the book. And while this book is completely designed to be written in, all of the templates and tools are available in both PDF and Word document form so that you can use them over and over.

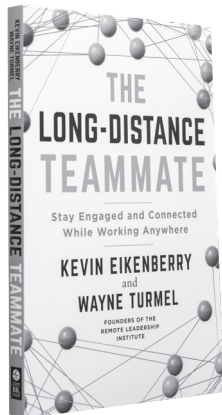
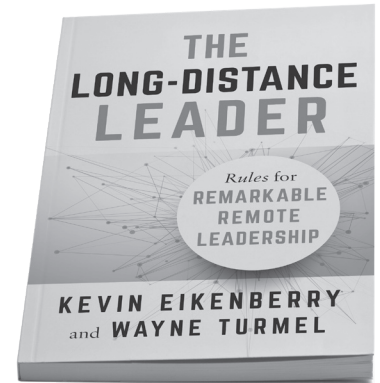
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is a practical handbook written for anyone who wants to hone the skills needed to become a remarkable leader. This book outlines a framework and a mechanism for both learning new things and applying current knowledge in a thoughtful and practical way. It explores real-world concerns such as focus, limited time, incremental improvement, and how we learn.



## The Long-Distance Leader

is a practical, candid look at what it takes to lead people, projects and teams in today's dispersed workplace. The book showcases 19 rules for being a remarkable remote leader, and offers practical models, tools, and best practices to tackle the real-world challenges from how we work and communicate virtually.



## The Long-Distance Teammate

Written by the founders of the Remote Leadership Institute, this book is the most authoritative single resource for helping remote workers get work done effectively, build relationships that are both productive and satisfying, and maintain a career trajectory when they are not in constant close contact with their leader, coworkers, or the organization in general.

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