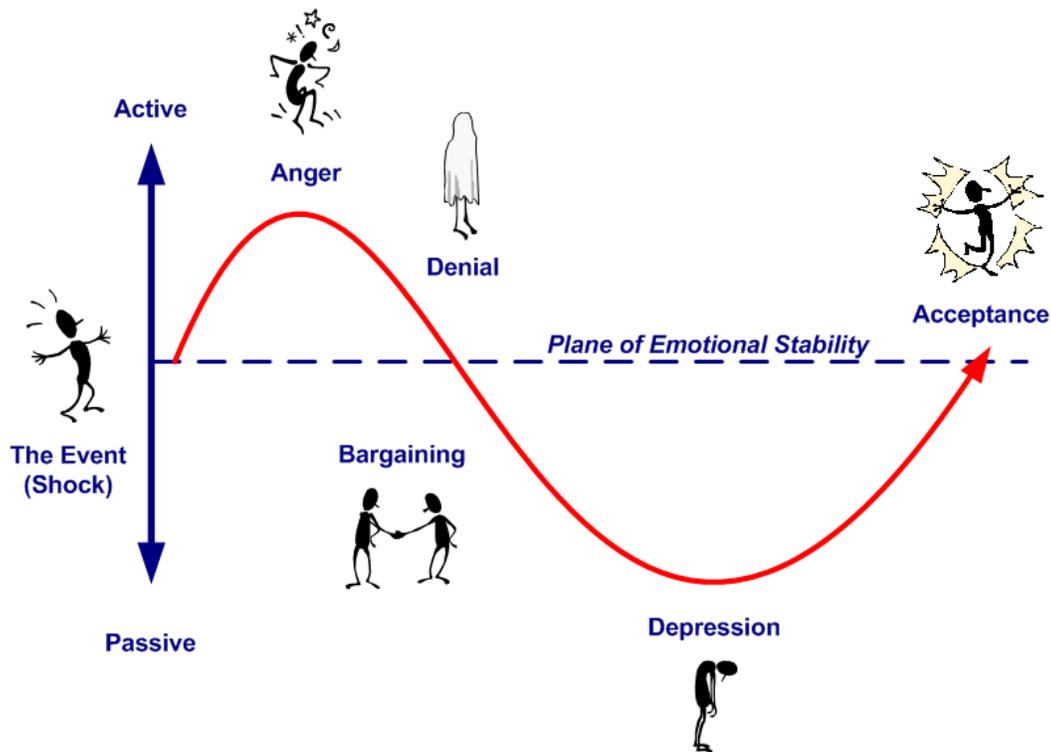


Tools for Knowledge Workers

The Natural Change Cycle



It has long been asserted that the natural reaction to significant change pretty much follows the grief cycle outlined by Elisabeth Kübler-Ross. That cycle is shown above. Some things to keep in mind are that people go through the cycle at different speeds, they experience different intensities, and what one person views as helpful might not seem that way to another. Perhaps the most important points for those tasked with managing change in organizations are that the cycle needs to be managed, people are at different places in the cycle, and that help is always defined by the recipient, not the person giving it. The aim of managing the cycle is to shorten it and reduce its intensity. For a look at the managed change cycle, click [here](#). For a very popular and often cited primer on change management click [here](#).

