

# COMMITMENT TO CHANGE

It's not an all or nothing proposition

Herscovitch and Meyer's model of change commitment suggests that support for organizational change shows up in different ways.



POSITIVE  
COMMITMENT



**EMOTION-BASED**  
(Affective)

**DESIRE**

Believe the change is important & will benefit them & org.

**CHAMPIONING**

Advocate for change. Willing to invest a lot in the effort.



**VALUES-BASED**  
(Normative)

**OBLIGATION**

Want to do the "right" thing.

**COOPERATION**

Willing to do their part, make small sacrifices.



**COST-AVOIDANCE**  
(Continuance)

**SELF-PRESERVATION**  
Believe the cost of non-compliance is too high.

**COMPLIANCE**

Do what's asked and only what's asked.



**RESISTANCE**  
Passive and Active

**OBSTRUCTION**  
Want the change to fail.

**CHALLENGE**

Non-compliance to sabotage.

NEGATIVE  
COMMITMENT

Adapted from : Bouckenoghe, D., et al (2015) and Herscovitch, L., & Meyer (2002).



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# Committed To Change

**Raffaela Di Napoli**



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