

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



NEGATIVE
COMMITMENT

	TYPE	DRIVER	ACTIONS
	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.

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

Committed To Change

Huangqi Zhang



Committed To Change:

Decoding **Committed To Change**: Revealing the Captivating Potential of Verbal Expression

In an era characterized by interconnectedness and an insatiable thirst for knowledge, the captivating potential of verbal expression has emerged as a formidable force. Its ability to evoke sentiments, stimulate introspection, and incite profound transformations is genuinely awe-inspiring. Within the pages of "**Committed To Change**," a mesmerizing literary creation penned with a celebrated wordsmith, readers embark on an enlightening odyssey, unraveling the intricate significance of language and its enduring effect on our lives. In this appraisal, we shall explore the book's central themes, evaluate its distinctive writing style, and gauge its pervasive influence on the hearts and minds of its readership.

<https://autodiscover.cruiselady.com/book/detail/index.jsp/Ea%20Laws%20Of%20Our%20Fathers.pdf>

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