

Cooking up **behaviour change** in the workplace

Even simple workplace changes can threaten people's self-esteem, certainty, autonomy, or identity. When this happens, resistance is normal.

Instead of attempting to impose new practices or trying to talk people into change (both of which cause resistance) it's better to expand people's comfort zones with the following ingredients.

How many can you use in your next project?



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Autonomy
How many genuine choices or decisions can you share with staff?

Inspiring purpose
Can the task be about something bigger and more worthy than narrow business outcomes?

Familiarity
Can people become familiar with the new practice in a safe environment?

Executive support
Have executives demonstrated their commitment to supporting staff?

Being part of a purposeful group

Can you establish a special purpose team or community of practice who take responsibility for the outcome?

Enjoyment

The more fun, the less fear.

Social proof

Evidence that plenty of similar people have successfully adopted the practice.

Convenience

Have you made the new practice simple, reliable, and hassle-free?

Download the full presentation with business examples, at www.enablingchange.com.au/cooking_up_change.pdf