

Change Transition Curve

(Elizabeth Kubler Ross)



There are two key things for managing other people here, which are firstly that moving through this emotional curve is a natural and normal process that everyone will go through at some point or other, albeit for different things and at different rates. Secondly it is that wherever anyone is on the curve, (however much you might want them to be somewhere else) is their current reality.

What we are interested in when we manage change is how to help people move through the curve rather than having them staying stuck in negative or unhelpful patterns. This enables us to manage change well and at an accelerated pace.