

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

Wenbin Ji



Committed To Change:

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