

Change Resistance Meeting Template

Name of interviewer:	
Person being interviewed:	
Date and venue of interview:	
The problem (as defined in the adaptive challenge analysis):	
Tentative action plan:	
The problem as stated to the person (with reference to broader change process and teachers' prior engagement in the process):	
Understanding of the person's resistance: The root cause of the resistance:	<p>Lack of awareness of why the change was being made</p> <p>Impact on current job role</p> <p>Organization's past performance with change</p> <p>Lack of visible support and commitment from managers</p> <p>Fear of job loss</p>
Establish to what extent the person has bought into the vision, objectives and implementation procedures at your school:	
Common elements in your respective positions:	
What elements of change will the person accept?:	
How you can help the person accept change:	
Revised action plan:	
Date for review:	