



# Resistance to Change: A Guide to Harnessing Its Positive Power

*Thomas R. Harvey, Elizabeth A. Broyles*

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Resistance is at the heart of the change process, yet it is often overlooked or perceived as a negative force. This book explores resistance as a natural, positive, and necessary component of change. Twenty discrete resistance factors\_likely to be found in a variety of circumstances\_are described. The short vignettes that accompany each make the resistance factors come alive. Beyond gaining greater insights into the nature of these sources of resistance, the reader is provided with specific strategies, or antidotes, to harness the power of resistance, transforming it from a negative to a positive force. An included survey tool, built based on questions presented at the end of each chapter, will assist leaders in assessing potential sources of resistance to change events. An eight-step resistance-based change model\_transactional in nature and simple in application\_supports the reader in successfully moving nearly any change project toward a positive outcome.

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