

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



NEGATIVE
COMMITMENT

	TYPE	DRIVER	ACTIONS
+	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.

Adapted from : Bouckenoghe, D., et al (2015) and Herscovitch, L., & Meyer (2002).

Committed To Change

Mike Jess



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