Change: A Brief Overview

Change is Constant.

Humans constantly resist change.

- Our Brain is wired to make change difficult.
- Change doesn’t feel good until after it occurs.
- We value Individualism—though in the 21st Century, Interdependence dominates.
- Interdependence is a systems approach and follows the principles of systems theory.
- Never Blame—describe.
- Talking the Talk is OK but no change occurs unless one Walks the Walk.

Individual Change

Thoughts. Gather new information; practice applying it.

Feelings: People mistakenly focus on changing a feeling.

- One changes a feeling by changing the thoughts behind it, then behaving differently.
- As the new behavior brings positive results, new feelings will appear and push the old ones to the back of your mind.

Values. One can not change another’s values—only influence them.

- One influences values by offering up different opportunities.
- The strongest resistance comes in values change.

Attitude change: Occurs when values change.

Behavioral change. The key to all change. One can change thoughts first or behaviors first. Feelings will come along.

System Change

A system is a set of interrelated mutually dependent parts that seek to preserve a recognizable whole and to satisfy some purposes or goal. 1

All systems seek homeostasis or balance.

- A change in one part of a system changes all other parts.
- The guidelines for change are the same as for individuals and more.

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1 Classic Parsonian definition.