



## **Understanding How People Respond to Change During an Organizational Restructuring**

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Many different factors play into each person's individual reaction to change. While some issues, problems and opportunities may be predictable, you can rest assured that personal responses will not be. Several different factors will affect each individual's reaction to the restructuring. Listed below are different factors that could affect the way you may regard the changes in your organization.

Individuals have different ways of thinking about change. Some people have difficulty handling the slightest change in every day life. They quickly grow accustomed to routines and feel most comfortable with predictability. Others may relish in changes and view them as opportunity to grow. You may see people that regard change in this way reignite with excitement and passion in their new work environment.

How much experience one has had in handling and managing change in an organization and in their personal life will have an affect as well. Having practice and previous experience to fall back on could contribute to greater immunity for the changes at hand.

Different people will have different ways of handling the change. Some will need to talk about it, while others will prefer to suffer silently. Some will pull away from others and become withdrawn and others may desperately seek others around them for support. People should process in their own way but pay attention to those reactions that are becoming toxic to you and excuse yourself from those situations.

People experiencing changes in other areas of their lives may have more difficulty handling a workplace change than a person who feels relatively stable outside of work. A person experiencing vast amounts of change in many areas of life will have less time, energy, and commitment to handling organizational change.

Organizational restructuring affects people in different ways. For one, this may mean a slight increase in work responsibility. For another it may mean learning a completely new skill and/or job.

The availability of support outside of work will also greatly impact a person's response to change. A person's support system may be comprised of a spouse, significant others, parents, children, friends, supervisors and co-workers. Someone who has access to a great deal of support outside of work may respond differently than someone who lacks it.

Each of these issues will impact your ability to manage change and continue to function productively at work. It is important to have realistic expectations of your self during times of significant change. For a period of time, energy and focus will be spent on reacting to the change. This will mean less time for the task at hand. Allowing yourself the time and space to process your individual reactions is essential to helping you move forward.