

Sticking to Change

Introduction

Ever start a new habit with gusto, only to fall back into old routines a few weeks later? Yeah, we've all been there. The same thing happens in organizations. Leaders roll out changes with great fanfare, but over time, old habits creep back in. This guide is all about sticking to change long after the initial buzz wears off.

Key Terms

- **Change Adoption:** The process by which individuals fully integrate a new behavior or system into their daily routines.
- **Sustainability:** Ensuring that changes are long-lasting and not just a temporary fix.
- **Change Relapse:** The tendency for people to revert to old behaviors after initial efforts to change.

Understanding Why Change Doesn't Stick

Change often fails to stick due to:

- Lack of ongoing support.
- Poor reinforcement of new behaviors.
- Inconsistent communication.
- Absence of accountability measures.

Scenario

Your company introduces a flexible work policy, encouraging employees to take advantage of remote work options. For the first few months, participation is high, but gradually, employees revert to coming into the office as before.

Tips for Ensuring Change Sticks

1. **Reinforce New Behaviors:** Use recognition, rewards, or even simple shout-outs to reinforce desired behaviors. Positive reinforcement goes a long way!
2. **Set Up Accountability Structures:** Assign change champions or team leads to monitor progress and keep everyone on track.
3. **Keep the Conversation Going:** Regular check-ins, updates, and refresher training sessions can keep the momentum alive.
4. **Measure and Adjust:** Track the impact of the change and be ready to pivot if something's not working. Flexibility is key.

5. **Celebrate Milestones:** Celebrate not just the big wins but also the small, incremental progress. It keeps everyone motivated.
6. **Build Change into the Culture:** Embed new practices into the company culture by aligning them with core values and long-term goals.

Conclusion

The key to sticking with change is making it part of the everyday rhythm. Keep it alive with continuous reinforcement, accountability, and celebration.

For more tips on sustaining change, visit www.eviestaples.com.