

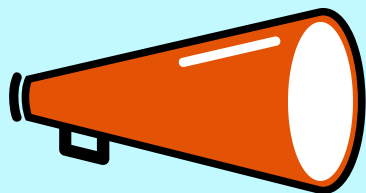


THE 8 DIFFERENT PEOPLE REACTIONS TO CHANGE

Find out which Myers Briggs Type Indicator (MBTI) best describes you!

As featured on [The HR Uprising Podcast](#).

EXTROVERTS



Want to talk about change, often they are verbalising their own thoughts as they process the information. Their thinking will evolve as long as they have the chance to process out loud.

Do: Give them chance to speak. Ensure that other types also get heard if their views are disproportionately dominant.

INTROVERTS



Will internalise their thoughts about change and be silent. This doesn't mean their views are negative or positive. They may also appear to withdraw initially.

Do: Give them time and space to process before creating the opportunity for questions or discussion. Also, give them warning of any changes.

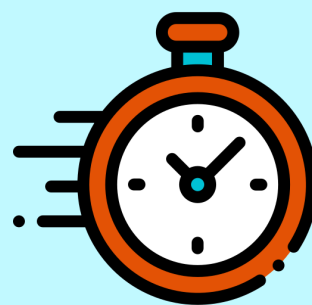
SENSING



People with sensing preferences are practical and methodical and are likely to want to know the detailed 'How' and 'What' of a change.

Do: Be prepared to explain the details and facts to help them understand next steps and move on.

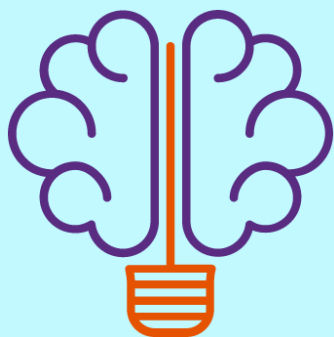
INTUITION



People who prefer intuition are naturally future orientated. They buy into change when they consider it necessary to achieve a positive future.

Do: Tap into their enthusiasm and vision. Ensure they fully understand any details or practicalities that they need to deliver.

THINKING



Those of us with a thinking preference, focus on facts and logic. They will want to understand the rationale or evidence that makes change necessary.

Do: Explain the 'Why' of change, have the evidence and facts to hand.

FEELING



People with a feeling preference are likely to express concern for the impact of change on others. They will want any people decisions to be fair.

Do: Reassure them about the fairness and transparency of any process. Allude to positive reactions to change by others.

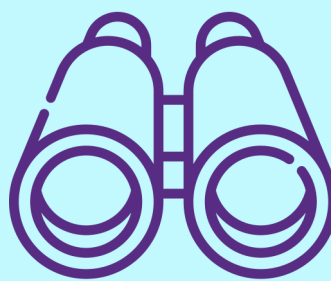
JUDGING



These individuals like to have things decided and settled. This means that they can resent or resist changes to their carefully laid plans.

Do: Involve them in planning change, show them where their plans can remain the same or help them determine the new plan.

PERCEIVING



Perceivers hate getting pinned down so welcome spontaneity and change. They can seek out variety or change – sometimes just for change's sake.

Do: Involve them in energising others to make changes, to solve problems and generally energise others to feel positive about change.