

# UNDERSTANDING YOUR OFFICERS' ATTITUDES TOWARDS CHANGE

Leaders' ability to influence officers' attitudes towards change allows them to achieve better results. Here are 5 types of attitudes officers can have and how you can manage it!



## CHANGE-DRIVEN

- These officers are **open to changes** and **actively seek information** about the change to understand their rationale and implement them.

**TIP:** Acknowledge these officers and **encourage them to keep up the good work** to ensure they maintain a positive attitude towards change.

## LOYAL TOWARDS ORGANISATION

- These officers may be unhappy with the change but they **implement the change** due to their **loyalty** to the organisation.

**TIP:** Help these officers understand the **purpose and benefits of the change** so that they will be more motivated to implement the change.



## ENDURE THROUGH THE CHANGE

- These officers do not believe that change is needed but they **endure it** as they think there is nothing they can do to avoid change.

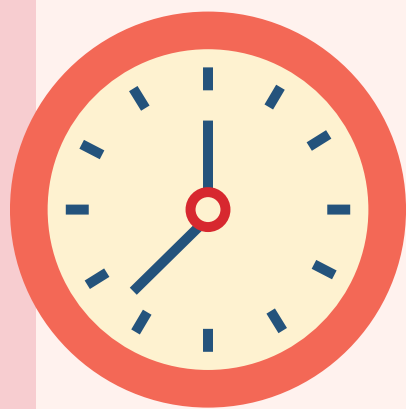
**TIP:** **Check-in with officers** on how they are coping to ensure their mental well-being, and **change their perceptions towards change** through discussions.



## "CHANGE IS FOR THE FUTURE"

- These officers may resist changing now as they find that **change should be postponed** until the situation becomes **more favourable** and less risky.

**TIP:** Help officers understand the **rationale and benefits of changing now** to encourage them to work towards change.



## INTENTIONS TO LEAVE

- Overwhelming workloads can lead to burnout. Officers may **lose motivation** in their work during change, leading to **intentions to leave**.

**TIP:** Provide officers with **necessary support and guidance** to increase their work motivation and reduce quitting intentions.



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