

Change Is Certain, Necessary, And Beneficial

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There are only two things in life that are certain... death and taxes right? Wrong! You can choose to not pay taxes, if you don't mind going to jail. Fact is, the only two things in life that are absolutely certain are death and change. The death part we have little say in, but we can have a big impact on the change part.

Change is talked about a lot in management, but rarely are the necessity and benefits of change heralded. As humans, we naturally want to protect our position in life and work, but progress as individuals, businesses, or organizations does not happen without change. The more the progress- the more the change.

Change just for the sake of change is condemned as a bad thing, but not changing at all is the absolute worst choice. Status quo, or stasis, is a myth. Nothing stays the same, everything and everyone is changing all the time. That change is always either positive or negative.

Do nothing, let change happen naturally, and the change is almost always negative. Positive change happens by intention, when energy or effort is put into something to cause the change.

Like our body; if we are sedentary, what happens to our muscles? Atrophy! Our muscles waste away. The only way to slow or reverse the process is by intentionally exercising. Change is healthy.

Like water; what happens when water sits idle for any amount of time? It gets stagnant. Moving streams do not stagnate. Change is beneficial.

When we begin a new job, we are gung-ho about the new position; the opportunity and challenge to grow is exhilarating. Throughout the learning process we enthusiastically expand our expertise and abilities. Change is exciting.

Somewhere along the way we expand to the edge of the responsibility of the position- growth slows and maintenance begins. We become an expert, comfortable and complacent, battle worn and tired. We also, unwittingly, start resisting change- we are professional, we know what does and does not work better than anyone. Meanwhile, the world progresses right past us. Suddenly, we are mediocre at best and obstructionist or incompetent at worst. Change is necessary.

People are motivated by being good at something while becoming good at new things. We thrive on change as evidenced by today's average length of employment. Gone are the days of lifetime employment; today, the average length of employment is less than three years. Change is motivational.

Everyone, even workplace veterans, should take on new roles periodically. Rotating management may be more important than anywhere else in an organization. Administrators must be especially open to, and enthusiastic about, change and progress. Mediocre, obstructionist, or incompetent management, from long tenure in a position, is a lethal problem in any organization. Managers must be fresh and excited in order to thrive on the challenge. Change is challenging.

Businesses and organizations either grow or die. An organization that stays the same for any amount of time is actually slowly dying. The real problem is when management fails to acknowledge that fact- choosing instead to defend positions rather than consider the good of the organization. Change must sometimes be forced.

Change is not only one of two guaranteed things in life, it is also an absolute necessity and incredibly beneficial. If progress is the goal, change is mandatory.