

Performance

Resistance to
Letting Go

Resistance to
Taking Hold

Future State

Loss-Aversion

Reluctance due to worries that interests will be harmed

Political Resistance

Risk-Aversion

Reluctance due to worries that potential gains will not be realized

Discomfort

Reluctance due to unease of having established views challenged

Cognitive Resistance

Confusion

Reluctance due to difficulty of making sense of new ideas

Grief

Reluctance due to feelings of sadness for what will be missed

Emotional Resistance

Fear

Reluctance due to feelings of anxiety for what might happen

Current State

Time