

Individual sources of resistance to change

1. Habit
2. Security
3. Fear
4. Misunderstanding or a lack of trust
5. Peer pressure
6. Personality conflicts
7. Non-reinforcing reward systems
8. Surprises

Organisational sources of resistance to change

1. Structural inertia
2. Training and other socialisation techniques
3. Limited focus of change
4. Group inertia
5. Threat to expertise
6. Threat to established power relationships
7. Threat to established resource allocation
8. Inter-organisational agreements