

Making Sense of Change Thinging

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If you don't like something, change it. If you can't change it, change your attitude. Don't complain. – Maya Angelou

Bebop was about change, about evolution. It wasn't about standing still and becoming safe. If anybody wants to keep creating, they have to be about change. -- Miles Davis

If you want to make enemies, try to change something. -- Woodrow Wilson

If you want to truly understand something, try to change it. -- Kurt Lewin

Personal, professional, cultural, organizational, national systems experience a bump when change enters. Depending on the system and types of change, this bump can feel like a firm nudge, gentle pressure, hurricane force, breath of fresh air, insanity, return to sanity.

In this demonstration, I will show how connecting Kurt Lewin's Force Field Analysis with Alfred Korzybski's Structural Differential can help those implementing and those experiencing change to have smoother transitions. "Why do things have to change?" can be turned around to ask, "How do we make sense of change thinging?"

Kurt Lewin (1890-1947) was a social psychologist who made significant contributions to the study of group dynamics and organizational behavior. One of his best-known models, Force Field Analysis, focused on the equilibrium of systems made up of several forces of varying strengths that oppose each other. He called these driving and restraining forces. The strength of a particular force may vary in different contexts. The model helps to identify whether change is appropriate, possible, ill-timed, impossible.