

INSPIRING LEADERS, LLC

UNDERSTANDING ADULT RESISTANCE

Dr. Donna Vallese, CPC, ELI-MP



WWW.INSPIRINGLEADERSLLC.COM

EMAIL ADDRESS

Dr.DonnaV@inspiringleadersllc.com

PHONE NUMBER

(860) 705-9319

Inspiring Leadership Theory of Action

IMPACTFUL TRANSFORMATIVE LEADERSHIP
STRATEGIES



MOTIVATED, DEDICATED, PRODUCTIVE, AND HIGHLY
EFFECTIVE STAFF



INCREASED OUTCOMES

HERDING CATS:

“A futile attempt to control that
which is inherently uncontrollable.”



**Leading
adults can
feel like
herding
cats.**



Art and Science Of Leading Adults



A Key to Leadership

Understanding Adult Resistance

- Motivate your team
- Increase productivity
- Increase retention



Resistant Adult Behaviors

Attacking - Anger
Doubt - head shake
Know it all
Argue
Block - Ignore
Do the minimum
Hidden agendas
Broken records
Refusal
Over-help
Non-stop talking - Ramble



REMEMBER

Adults come with sets of experiences that create values, limiting beliefs, assumptions, interpretations, and insecurities

Reasons Adults Resist Change



FEARS

- Unknown
- Losing Control
- Failure
- Not Good Enough

IDENTITY

- Lack of competence
- Not being consulted
- Value mis-alignment
- Having to accept help

COMFORT

- Emotionally connected to old way
- Comfort zone
- Acceptance of status quo
- Benefits/rewards not adequate

UNDERSTANDING

- Purpose of change
- Need for change
- Low trust
- Poor communication

Inspiring Leaders Secret



How you handle resistance is critical for creating buy-in that leads to outcomes.

Leading with Adults in Mind

BASED ON ANDROGOGY



- Drive toward competence - linked to self-image
- Thrive when learning or work is active, involved, and self-directed
- Learn by processing successes and failures - self-assessment and reflection
- View learning as a risk and an opportunity
- Use learning as a process for forming identity



Inspiring Leader's Tips for Leading Adults

- Don't meet resistance with force
- Model professionalism
- Ask for input
- Listen, acknowledge perspectives, and facilitate dialogue
- Clarify purpose and outcomes
- Offer choice and flexibility
- Be honest and frank
- Honor and acknowledge feelings
- Put supports in place

Leadership is the act of making the lives of others better every day.

~~Drew Dudley

BE AN INSPIRING LEADER





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