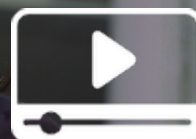


# Overcoming Resistance to Change



## FacDev in 5 KEY TAKEAWAYS



Watch the FacDev in 5 Video featuring Dr. Nicole Gonzales, Professor of Neurology.  
[tinyurl.com/FD5-Change](https://tinyurl.com/FD5-Change)

## Key Takeaways



Use these strategies to build buy-in, navigate resistance, and lead change successfully.

1

### Reframe Resistance as Useful Feedback

Treat resistance as useful feedback that can reveal gaps, concerns, or unmet needs.

2

### Communicate Early, Often, and Clearly

Explain the why, benefits, and timeline of change, and acknowledge uncertainty.

3

### Involve People in the Process

Engage stakeholders early and often to increase buy-in and reduce resistance.

4

### Address the Emotional Side of Change

Acknowledge emotions and provide support to reduce anxiety and encourage adoption.

5

### Demonstrate Leadership and Support

Model desired behaviors to build credibility, trust, and commitment to change.



## Dive Deeper

Fondahn E.D. et al. [Change management and human factors](#). *Medical Clinics of North America*. 2025.

Karimi E. et al. [Change management in medical contexts, especially in medical education: A systematized review](#). *Journal of Advances in Medical Education and Professionalism*. 2022.

Phillips J. et al. [Change management: From theory to practice](#). *TechTrends*. 2023.

Solow M. et. al. [Change management and health care culture](#). *Anesthesiology Clinics*. 2023.

