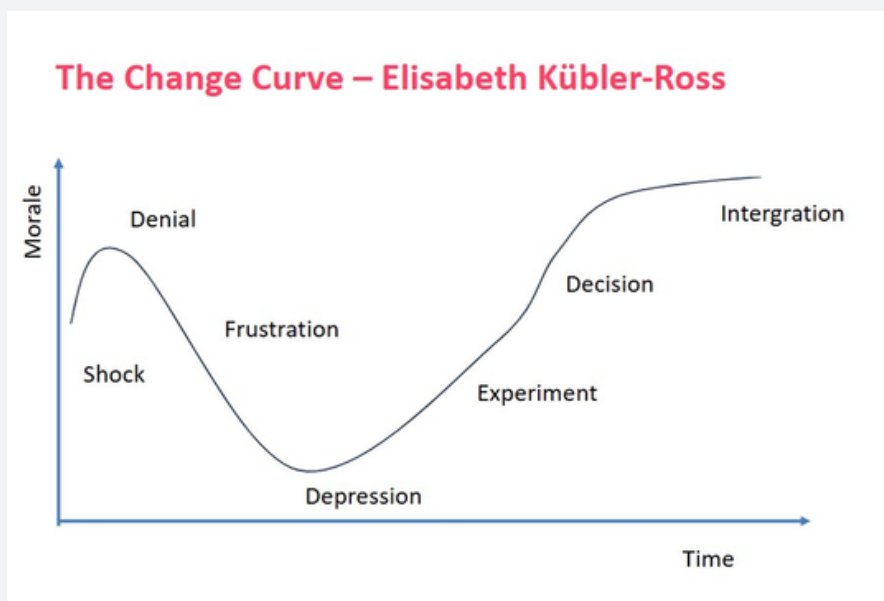


The Kübler-Ross Change Curve

The Kübler-Ross Change Curve is a model that helps explain the emotional journey people often go through when faced with significant change. Originally developed by Dr. Elisabeth Kübler-Ross in 1969 to describe the stages of grief, it has since been adapted to understand reactions to organisational and workplace change.



The seven stages are:

1. **Shock:** Initial surprise or disbelief when change is introduced.
2. **Denial:** Rejecting or minimising the need for change.
3. **Frustration / Anger:** Resistance, irritation, or blaming others for the change.
4. **Depression / Low Morale:** Feelings of low energy, sadness, or lack of confidence.
5. **Experimentation:** Beginning to test and try out the new situation.
6. **Decision:** Choosing to engage with the change and see its value.
7. **Integration:** The change becomes part of everyday work and culture.

For mentors, the Change Curve is useful because it highlights that change is not just a logical process, but an emotional one. Mentees may react emotionally before they adapt logically. By recognising where a mentee or their team might be on the curve, mentors can show empathy, ask appropriate questions, and provide the right support at the right time.