



Three Types of Resistance¹



Cognitive

A lack of awareness of the potential benefits of change/ coaching. Perhaps believe coaching is only for people who need to improve



Motivation

Desire to maintain the status quo and prefer not to do anything differently. Characterized by a desire to do things in a way that makes sense to the individual.



Obligation

Stems from a belief that there is an expectation to be or do things a certain way. Sometimes characterized by feelings of vulnerability or not wanting to make mistakes.

¹ Lebron, L. *Dealing with Resistance to Change* [PowerPoint slides]. SlideShare.
https://www.slideshare.net/Il1040nyu/dealing-with-resistance-in-coaching?from_action=save