45 Describing change

A Types of change

Example	Meaning
*I find it difficult to **adapt to** so much new technology.*	change your behaviour because the situation has changed SYN **adjust (to sth)**
*We've **altered** our plans: we're now arriving at 6.00, not 7.00.*	make sth different but without changing it completely **alteration** *n*
*Civil servants are now **amending** the document.*	change sth slightly, usually to correct a mistake in a statement, document, etc. **amendment** *n*
*Democracy has **evolved** over hundreds of years.*	change gradually, often from sth simple to sth more complicated **evolution** *n*
*There are new proposals to **reform** the prison system.*	change a law, system, organization, etc. to make it better **reform** *n*
*Some people want to **restore** the monarchy in certain countries.*	return sth to its former state or condition, e.g. a building, a painting **restoration** *n*
*They were going to let him go, but they **reversed** their decision.*	change sth so it is the opposite of what it was before: ***reverse a decision/policy***; **reversal** *n*
*Computers have **transformed** our lives.*	completely change the appearance or character of sth, often to make it better **transformation** *n*
*It's a big **transition** from school to full-time work.*	a period of change from one state or condition to another: ***in transition***

1 Write the nouns related to these verbs.

1 restore _____
2 amend _____
3 transform _____
4 reverse _____
5 evolve _____

2 Organize these words into the categories below.

evolve **restore** **amend** **adapt** **alter** **reform** **reverse** **transform** **adjust**

1 a verb that describes complete change: _____
2 two verbs that describe changing something back: _____ _____
3 a verb that describes gradual change: _____
4 two verbs that describe a change to improve something: _____ _____
5 two verbs that involve a change in behaviour: _____ _____
6 a verb that describes changing only a part of something: _____

3 Complete the sentences with a suitable word.

1 The new furniture has completely _____ their living room.
2 Part of the 18th century tower was damaged, but they are planning to _____ it.
3 As a company we believe in _____, not revolution.
4 They've changed their minds completely: this is a _____ of the previous policy.
5 Solicitors want to _____ some of our outdated divorce laws.
6 I've lost so much weight that I'll need to _____ some of my clothes.
7 Now he has children, he will have to _____ to a very different lifestyle.
8 I had to _____ one of the documents as there were several errors in it.
9 We've had to make one or two _____ to the timetable because of the extra course.
10 He will remain in charge during the period of _____.

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B Change management

Managing change

Most employees **resist** change that is **enforced** and **imposed upon** them. So, if a company wants to **pursue** a policy that aims to **bring about sweeping**, or even **subtle** changes, managers need to remember that their role is to **facilitate** change and not impose it. This requires an **ongoing consultation** process with the staff, so that any changes have their support before they are **implemented**.

GLOSSARY

resist	refuse to accept sth and try to stop it happening **resistance** *n*
enforce	make people obey sth; ***enforce the law***; **enforcement** *n*
impose sth (on/upon sb)	make sb accept sth against their wishes
pursue	follow or try to achieve sth over a period of time: ***pursue a policy/goal***
bring sth about	make sth happen
subtle	not easy to notice or understand: ***a subtle difference***; OPP **obvious**
facilitate	make an act or process easier to achieve
ongoing	continuing to develop: ***an ongoing process/investigation***
consultation	the act of discussing sth with sb before making a decision **consult sb** *v*; **consultative** *adj*: ***a consultative process/committee***
implement	make sth that has been decided start to happen SYN **put sth into practice**; **implementation** *n*

SPOTLIGHT adjective + *change*

A number of adjectives are commonly used with the noun ***change***.

- ***sweeping/radical/major/wholesale*** *changes* (= big changes)
- *a* ***refreshing/welcome*** *change* (= pleasantly new or different)

4 Good or bad management, according to the text? Write *G* or *B*.

1 They've enforced the change. .....
2 They've resisted any change. .....
3 There has been a consultative process. .....
4 They've imposed change. .....
5 They've introduced refreshing changes. .....
6 They want to facilitate change. .....

5 Replace the underlined words with different words that keep the same meaning.

1 It's only a <u>small</u> difference but we believe it will have an effect. .....
2 He wants to introduce <u>radical</u> changes. .....
3 The new furniture is a <u>welcome</u> change. .....
4 They have the power to <u>make people obey</u> the law. .....
5 They plan to <u>implement</u> a number of changes. .....
6 The new measures will <u>create</u> further changes. .....
7 Staff have <u>refused to accept</u> any changes. .....
8 Suggesting change is one thing but <u>putting it into practice</u> is more difficult. .....
9 I believe there is <u>a continuing</u> investigation into the disappearance of the funds. .....
10 She has tried to <u>make</u> discussions <u>easier</u> between staff and management. .....

6 Complete the text.

When the new headteacher arrived, it was rumoured that she planned to **(1)** _____ a policy of **(2)** _____ changes to the way the school was organized, and that she wouldn't be very sympathetic to staff who showed any real **(3)** _____. However, unlike the former head who tried to **(4)** _____ change without discussing it with anyone first, Mrs Palmer has **(5)** _____ members of staff, and that has been a **(6)** _____ change. She set up a staff committee, and we have been involved in an **(7)** _____ process of **(8)** _____ for about two months. And we have already **(9)** _____ a few changes, which have made an **(10)** _____ difference.

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