

Stage	Description	How to Facilitate Adapting
One	Old Status Quo	Encourage people to seek improvement, information and concepts from outside the group, organization, or community.
Two	Resistance	Help people to open up, become aware, and overcome the reaction to deny, avoid, or blame.
Three	Chaos	Help build a safe environment that enables people to focus on their feelings, acknowledge their fear, and use their support systems. Help administration avoid any attempt to short circuit this stage with “magical” solutions.
Four	Integration	Offer reassurance and help people find new methods for coping with difficulties.
Five	New Status Quo	Help people to feel safe so they can relax, accept and feel renewed stability.

Table 1: Virginia Satir's Chaos Change Model Stages and Adaptation Tips.