

## The Kübler-Ross Change Resistance Model & the Jehovah's Witnesses

*A brief introduction by Trevor R Allin; Ph.D.*

Elisabeth Kübler-Ross was a Swiss-American psychiatrist well known for the **Change-Resistance model** that she developed.

Much more on her can be found in the Wikipedia article here:

[https://en.wikipedia.org/wiki/Elisabeth\\_K%C3%BCbler-Ross](https://en.wikipedia.org/wiki/Elisabeth_K%C3%BCbler-Ross) (accessed on 2.5.22.)

There seem to be two versions of her Change-Resistance Model, one with seven stages and the other with five. In the five-stage model, the stages of resistance to change are:

- Shock and Denial
- Anger
- Bargaining
- Depression
- Acceptance

This model has been adopted by many businesses to help them when introducing change in the workplace. See “The Kübler-Ross Change Curve in the Workplace (2022)”, here:

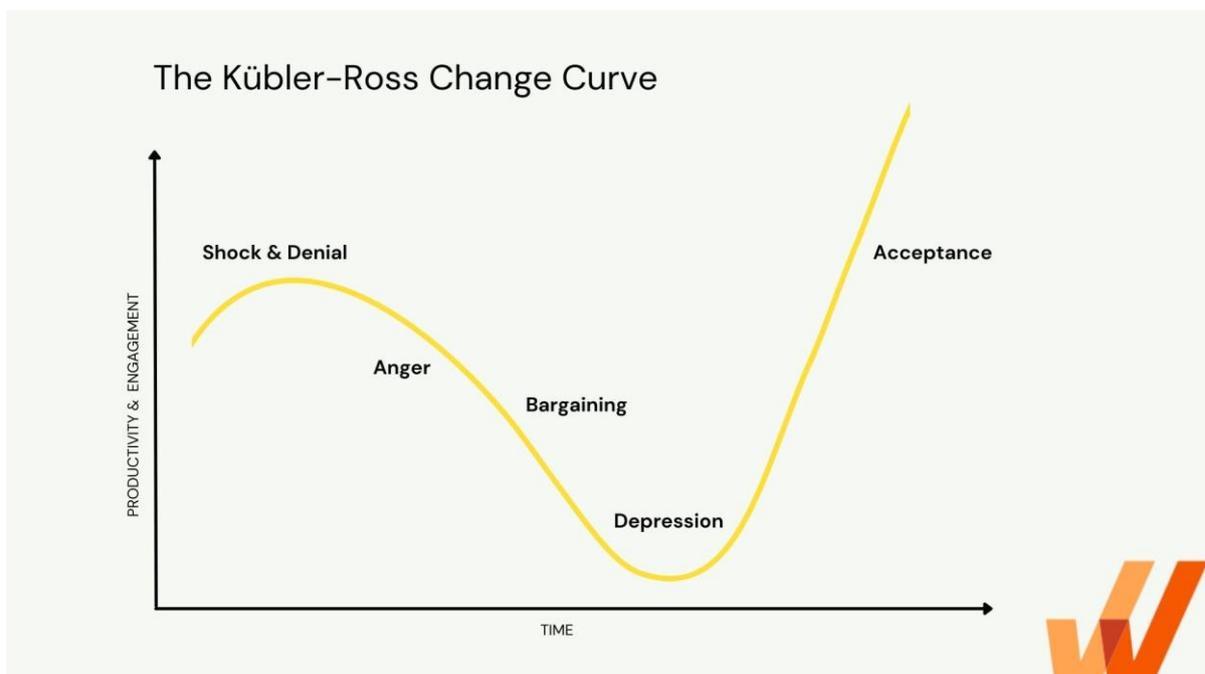
<https://whatfix.com/blog/kubler-ross-change-curve/#:~:text=The%20Change%20Curve%2C%20or%20K%C3%BCbler,bargaining%2C%20depression%2C%20and%20acceptance.>

(Accessed on 2.5.22.)

The author of the above Whatfix Blog web page on Kübler-Ross, Priyanka Malik, states,

“Organizational change disrupts the status quo and triggers different emotional responses from employees, with internal resistance to change surfacing as a result.”

She presents the following interesting chart that summarises the stages in resistance to change:



Accessed from the above web page on 2.5.22.

## The Kübler-Ross Change Resistance Model & the Jehovah's Witnesses

Jehovah's Witnesses who have read on the Living Water-Spain website (<https://livingwater-spain.com/>) articles about what the Bible really says typically react by demonstrating the first two stages of the Kübler-Ross Change-Resistance model: **Denial** and **Anger**.

Occasionally they write aggressive e-mails to me, but mostly they post attacks on my articles, demonstrating extreme anger and irrationality, often making statements and claims that are demonstrably false, in their determination to deny the self-evident truth of statements on this website, such as that the Greek phrase ἐγὼ εἰμί [egō eimi] means "I am" (which it does: check any Greek textbook or dictionary). (See for instance my article, **John 8:58 "Before Abraham was, I am" – Jesus**, here: [https://livingwater-spain.com/John8\\_58.pdf](https://livingwater-spain.com/John8_58.pdf))

From time to time, visitors to this website write to me to discuss some points in greater detail or with requests for further clarification or help with other questions that they have. This may be part of the **Bargaining** stage.

Many of them subsequently write to me expressing their thanks for the ways that this website helped them to recognise that the claims of the Jehovah's Witnesses are false. This is Kübler-Ross's final stage of **Acceptance**.

Escaping from the Jehovah's Witness cult is difficult, as people who leave are usually subjected to severe victimisation and totally rejected even by their closest family members, following "the Organization's" instructions to "shun" anyone who queries any statement of doctrine or practice made by any of the eight elderly members of the Governing Body in New York state, or by their representatives.

This official Jehovah's Witness policy, which is actively promoted by the "Organization", instructs members not even to answer mobile phone calls, text messages, WhatsApp messages or any other contacts, even from their own children who have rejected "the Organization" – even if they are worried that their children might be in danger. "The Organization" states that such children or other family members must openly "repent" and beg "the Organization" to re-admit them, then attend all meetings, where they must sit in isolation and not be spoken to by any members, before – after a stipulated time period – their parents, siblings or any other family members are permitted to respond to them in any way or even let them back into the family home.

This inhumane policy has been declared by the Belgian government to be an abuse of human rights, which is of course the case, as it is one of the fundamental principles of the Declaration of Human Rights that any person must be permitted to abandon any religion, or to change religion, without suffering discrimination, abuse or threats.

Norway has recently withdrawn governmental financial support from the Jehovah's Witnesses for precisely this same reason: the "Organization's" imposition of their abusive "shunning" policy on members who dare to question the its teachings, and their **coercive use of shunning to threaten members and to intimidate them into not speaking up**.

This policy clearly leads to **Depression** for many Jehovah's Witnesses who wish to leave the organisation but are afraid to do so, and it is regularly claimed that the rate of suicides by members of the Jehovah's Witness organisation is higher than that for other religious groups or for the population in general. A Google search will reveal this claim in many places.

## **The Kübler-Ross Change Resistance Model & the Jehovah's Witnesses**

This claim is also made by the Spanish “Asociación Española de Víctimas de los Testigos de Jehová” (“Spanish Association of Victims of the Jehovah's Witnesses”). Their website is here: <https://victimasdetestigosdejehova.org/> (last accessed on 2nd May 2022)

So we see all five stages of the Kübler-Ross model:

- Shock and Denial
- Anger
- Bargaining
- Depression
- Acceptance

On this website, we hope to be able to help people to reduce their stress levels by reaching the recognition that the teachings and practices of the Jehovah's Witness “Organization” are not based on the Bible, so that they can escape from the dominance of the “Organization”, accept that it is false and abusive, and find freedom and happiness outside of it.

### **Important Warning**

We advise people who are in a vulnerable position, perhaps because of other Jehovah's Witnesses family members, to be cautious in revealing their conclusions, and to establish reliable external support structures from trustworthy non-Jehovah's Witness contacts who may be able to offer them protection, and even a place to stay if they are thrown out of their home or are in danger when in it.

May 2022