• **Change Variation 1 - Fine-Tune or Trim the Tabs:** Minor changes or adjustments are made to what is already being done. Nothing new is added.

• **Change Variation 2 - Reform or Re-shuffle the Deck:** Nothing new is added, but existing factors are realigned (people, processes, parts) to meet the objectives and goals of the undertaking.

• **Change Variation 3 - Upgrade or Improve on Givens:** Changes, improvements, or upgrades are made to the old or current version (upgrading from Windows 95 to Windows 98). Basic operating assumptions and understandings remain the same.

• **Change Variation 4 - Down-stretch or Regress to Cope:** A return to previous solutions or ways of thinking in response to a particular problem or condition. Once the immediate problem is resolved or pressure is dissipated, the system reverts to status quo.

• **Change Variation 5 - Up-stretch or Progress to Deal:** The status quo level of function is temporarily expanded to become more complex in order to achieve a specific temporary objective. Once the immediate problem is resolved or pressure is dissipated, the system reverts to status quo.

• **Change Variation 6 - Break-Out/Attack the Barriers:** Elements representing the status quo level of functioning are eliminated or removed. This means replacing people, operating systems, and basic understandings. Beck describes this as “revolutionary rather than evolutionary change.”

• **Change Variation 7 - Up-shift/Morph to the Next:** This represents a shift into the next sequence of complexity. The old status quo is absorbed and incorporated into the new version. Beck describes this change as “more evolutionary than revolutionary.”

• **Change Variation 8 - Quantum Change of Epoch Proportions:** This type of change variations represents a shift in an entire society across many aspects. It results in an altering of culture. Examples of such a change include the Industrial Revolution and the Holy Crusades.