**Factsheet**

Feelings of Change

| **Feelings associated with change at work** | **Feelings associated with emotion** | **Can lead to …** | **Possible reasons for feelings** |
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| Fear.  (Generally relates to future expectations) | * Uneasiness and apprehension. * Anxiety. * Worry. * Restlessness. * Feelings of panic and dread. | * Reduced self-confidence. * Reduced self-esteem. * Confusion. | * Uncertainty about future. * Fear of redundancy. * Fear of not coping. * Fear of not being successful in a new position. |
| Anger.  (Often relates to present situation) | * Irritability. * Frustration. * Short temperedness. * Increased arguments at home and work. * Restlessness. * Rage. | * Depression. * Headaches. * Stomach upsets. * Sleeplessness. * Increased blood pressure. | * Not being involved in decisions about change. * Reduced status. * Other people in control of the situation. * Not knowing what is going on. * Lack of control over situation. * Reduced career prospects. |
| Sadness.  (Can relate to the past or present situation). | * Vulnerability. * Hurt. * Sensitivity. * Tearfulness. * Preoccupation with loss. * Desolation. | * Depression. * Feeling ‘flat’ and unenthusiastic about life. | * Loss of enjoyable aspects of our job. * Not working with the same team. * Not being recognised for the work we have done. |
| Joy.  (Can relate to future expectations, present or past events). | * Contentment. * Happiness. * Excitement. * Euphoria. * Elation. | * Unexpressed joy can lead to depression. | * Being able to do something different. * Not having the stress of management. * Being able to review career. * Positive feedback from manager. * Promotion. |

**References:** Adapted from resources developed by the Department of State Growth, Tasmania, 2015.