# Factsheet

## Feelings of Change

<table>
<thead>
<tr>
<th>Feelings associated with change at work</th>
<th>Feelings associated with emotion</th>
<th>Can lead to ...</th>
<th>Possible reasons for feelings</th>
</tr>
</thead>
</table>
| 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. |

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