

# Factsheet

## Feelings of Change

Feelings associated with change at work	Feelings associated with emotion	Can lead to ...	Possible reasons for feelings
<p>Fear (Generally relates to future expectations)</p>	<ul style="list-style-type: none"> <li>• Uneasiness and apprehension.</li> <li>• Anxiety.</li> <li>• Worry.</li> <li>• Restlessness.</li> <li>• Feelings of panic and dread.</li> </ul>	<ul style="list-style-type: none"> <li>• Reduced self-confidence.</li> <li>• Reduced self-esteem.</li> <li>• Confusion.</li> </ul>	<ul style="list-style-type: none"> <li>• Uncertainty about future.</li> <li>• Fear of redundancy.</li> <li>• Fear of not coping.</li> <li>• Fear of not being successful in a new position.</li> </ul>
<p>Anger (Often relates to present situation)</p>	<ul style="list-style-type: none"> <li>• Irritability.</li> <li>• Frustration.</li> <li>• Short temperedness.</li> <li>• Increased arguments at home and work.</li> <li>• Restlessness.</li> <li>• Rage.</li> </ul>	<ul style="list-style-type: none"> <li>• Depression.</li> <li>• Headaches.</li> <li>• Stomach upsets.</li> <li>• Sleeplessness.</li> <li>• Increased blood pressure.</li> </ul>	<ul style="list-style-type: none"> <li>• Not being involved in decisions about change.</li> <li>• Reduced status.</li> <li>• Other people in control of the situation.</li> <li>• Not knowing what is going on.</li> <li>• Lack of control over situation.</li> <li>• Reduced career prospects.</li> </ul>
<p>Sadness (Can relate to the past or present situation).</p>	<ul style="list-style-type: none"> <li>• Vulnerability.</li> <li>• Hurt.</li> <li>• Sensitivity.</li> <li>• Tearfulness.</li> <li>• Preoccupation with loss.</li> <li>• Desolation.</li> </ul>	<ul style="list-style-type: none"> <li>• Depression.</li> <li>• Feeling 'flat' and unenthusiastic about life.</li> </ul>	<ul style="list-style-type: none"> <li>• Loss of enjoyable aspects of our job.</li> <li>• Not working with the same team.</li> <li>• Not being recognised for the work we have done.</li> </ul>
<p>Joy (Can relate to future expectations, present or past events).</p>	<ul style="list-style-type: none"> <li>• Contentment.</li> <li>• Happiness.</li> <li>• Excitement.</li> <li>• Euphoria.</li> <li>• Elation.</li> </ul>	<ul style="list-style-type: none"> <li>• Unexpressed joy can lead to depression.</li> </ul>	<ul style="list-style-type: none"> <li>• Being able to do something different.</li> <li>• Not having the stress of management.</li> <li>• Being able to review career.</li> <li>• Positive feedback from manager.</li> <li>• Promotion.</li> </ul>

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