

Losses in Change

The first area of loss is the loss of attachments. This is related to specific relationships or connections to group member and can feel like a loss of connection in a larger sense. That often happens when there are reorgs, layoffs or when a team member that's a friend leaves. One variable in this is that individuals whose identity is largely based on their role or what they do have an easier time with this loss than those whose identity is based more on the people they work with and those relationships.

The second area of loss is a loss of turf. This is about the loss of physical territories and fields of responsibility based on expertise. This usually involves how or where things are done. One common example of this is when companies switched to a different data or customer management system. When this happens there are often people that were subject matter experts on the old system and enjoyed that feeling, but now there're rookies just like anyone else.

The third area of loss is loss of structure, which could include the loss of authority, policies, schedules, deadlines, or even physical arrangements. The worker that struggled with moving their cubicle is one example of this.

The fourth area is loss of future, or an expected future. This could involve personal or professional expectations, dreams or plans and can happen when there's a missed promotion, reorg, or layoff.

The fifth area is loss of meaning. This is usually a deep one that relates to our purpose and understanding about why things are the way they are. It can lead to confusion about who I am, what I do and even why I am.

And finally, the sixth area of loss is a loss of control. We experience this when we feel that we have no control or options for what happens to us, or we don't feel we have a voice with those making decisions.