

**ACTIVITY10.4 | Sample of Anticipated Losses and Gains on the Path to a More Inclusive Climate**

	Anticipated Losses	Anticipated Gains
<b>Me</b>	<p>Career opportunity</p>	<p>Marketable experience in managing and functioning in an open, multicultural work environment</p>
<b>Organization</b>	<p>Confusion and disorganization in the culture change process</p>	<p>Creates opportunity to respond to employee needs; can also lead to increased job satisfaction through a more attentive environment</p>