

**ACTIVITY 10.5 | Losses From Change:
Possible Impediments to an Inclusive Climate**

Directions: Think about the diversity you and your workgroup are dealing with. In the boxes below, make notes about how each loss impacts a desire to be more or less inclusive for both you and your group.

Loss	Impact on You	Impact on Your Workgroup
1. Attachment (e.g., losing two colleagues to job cuts)	I am going to miss Robert and Jorge. Losing them makes me sad and unfocused.	All of us will have more work so we'll miss not only their energy and enthusiasm but also feel more burden from having to do their share of the workload.
2. Turf		
3. Structure		
4. Future		
5. Meaning		
6. Control		