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## Suggestions for Using “Losses From Change: Possible Impediments to an Inclusive Climate”

**Objectives:**

- Help individuals and workgroups identify the losses they are experiencing or expect to experience from any change, and the impact those changes may have on developing an inclusive climate

**Intended Audience:**

- Leaders in an organization who want to shape climate
- Trainers and managers who can help individual employees and workgroups deal with the frustration, stress, and anger sometimes associated with change
- Teams or groups of people dealing with change

**Processing the Activity:**

- Ask participants to write down both real and perceived losses (as an individual and as a member of a group), then talk about what this does to your creating an inclusive, welcoming environment.
- In pairs or small groups, have people discuss their comments.
- Discuss perceptions among the whole group, looking both for common viewpoints of loss as well as different reactions.

**Questions for Discussion:**

- Where do you feel the greatest loss personally? In the workgroup?
- Were there some areas where you felt no loss? Even without anticipating losses, could you envision any possible gains?
- What was your reaction to writing this down and seeing your thoughts on paper?
- What were the most interesting reactions that surfaced in your group? Any surprises?
- Based on comments you heard from others, are there any of your losses you are willing to re-think? If so, which ones?
- How can you help yourself stay open, welcoming, and truly inclusive when you are going through tough times? How can you use this mental process next time you feel a loss?
- People have strong feelings about these losses. Provide enough time for venting and good discussion. Be certain that, in addition to processing the losses from change, people also talk about what a climate of loss does to inclusion. Also, make certain that you ask people to think about potential gains. What upsides can be envisioned?

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Suggestions for Using

**“Losses From Change: Possible Impediments to an Inclusive Climate” (continued)**

- Create a trusting climate, but suggest people group themselves with those they don't know too well in the discussion segment. It might offer a varied perspective.

A few things should become obvious from analyzing your losses from change.

1. Stimulate discussion of both gains and losses so that employees can see hope and possibility as well.
2. Perception is critical. Often the only difference between a gain and a loss is how someone sees it.
3. Whether the changes result in a loss or a gain depends on how they are handled. A manager can do some problem-solving around areas where there are perceived losses, such as fear of shrinking resources and fewer career opportunities. Those feelings can create an opportunity for some team building that will be to everyone's advantage.