

Organizational change can be difficult, especially if it involves people losing their jobs or being reassigned to new tasks. It can't be denied that things change for everyone—for those who are leaving, for those in the leadership positions and for those who remain. Each group will have its own losses, demands, stresses and challenges. Those who remain commonly have a myriad of emotional reactions. While not everyone will have a hard time with this experience, it is important to recognize if someone is having difficulty coping. Below are some signs that you may be struggling with organizational change and strategies for coping are provided.

Indicators organizational change is impacting you personally:

- Anxiety around not knowing and feeling fearful, insecure, and uncertain about the future
- Anger that this is happening to your organization and to you
- More easily frustrated than in the past
- Feeling resentful or angry at undefined “others” or the organization
- Feeling sadness, grief or depression
- Sense of self-blame, guilt or remorse
- Belief that self or others are treated unfairly
- Mistrust or loss of faith in others or the organization
- Lowered productivity, reluctance to take risks or to try new things
- An enormous (and unrealistic) responsibility to make everything OK for your coworkers
- Concerns about how your group's work will be handled with the changes that may come



- Frustration about how decisions are being made, and anger or sadness that this is happening
- Wondering if anybody is really in charge or knows what is happening
- Feelings of inadequacy, guilt, and/or superiority
- Fear that there may be more change, despite information to the contrary
- Concerns about what this means about the future
- A strong need to prove your value to the company or to yourself
- Difficulty sleeping – falling asleep or staying asleep
- Increase or decrease in appetite
- Feeling exhausted and/or like you have more energy than usual
- Difficulty concentrating or making decisions.

Coping with Organizational Change

- Accept that your feelings are the natural result of being in an uncomfortable situation
- Get as much information as you can about how or if your situation will change
- Give yourself time to deal with this major life event
- Seek the support of friends, family, and social or religious groups.
- Talk with people you can trust about your experiences, reactions, feelings
- Take the time to grieve the losses that change brings
- Be flexible
- If you can avoid making major decisions. If that cannot be avoided, consult with someone you trust to help review options and to evaluate them
- Avoid taking on unnecessary or additional stress.



- If you are having trouble concentrating, allow extra time to do usual tasks and temporarily decrease your expectations about what you can accomplish in a day.
- When you feel angry know that it will pass. Try not to act on it in a way that will hurt yourself or others.
- If you are feeling exhausted, recognize that you may need extra rest
- Practice good nutrition. Eat regular meals, drink plenty of water, and reduce your use of coffee and alcohol.
- A moderate physical exercise program is one way to work out those anxious or angry feelings. A massage can be comforting and a release for feelings.
- Get a medical examination if you haven't had one recently or if you are experiencing insomnia, fatigue, change in appetite or other physical symptoms.
- Let others know what you need from them. It's likely that others don't know how they can help you.

If you continue to feel unsettled or upset about the change, contact the EAP.

For Assistance:

Call: 800-433-2320

Text: 503-850-7721

www.cascadecenters.com

