



The Grieving Cycle as It Applies to Organizational Change

- Relief:* “Now, after all the rumors, at least I *know*. . . .”
- Shock:* Feel frozen, unable to decide anything
- Denial:* “Well, I’m sure it’s not going to be as bad as everyone thinks.”
- Anger:* Go from annoyed to enraged
- Bargaining:* “If I just do this, then maybe. . . .”
- Guilt:* “This is my fault; if only I hadn’t. . . .”
- Panic:* Anxiety attacks—racing heart and thoughts
- Depression:* Little energy, few ideas, poor focus
- Resignation:* “There’s nothing I can do; I just have to keep going.”
- Acceptance:* “I can see these changes are necessary and will probably be beneficial.”
- Building:* “I can see some ways I can contribute and how my ideas could help.”
- Opportunity:* “I’m excited about the possibilities; this is fun!”