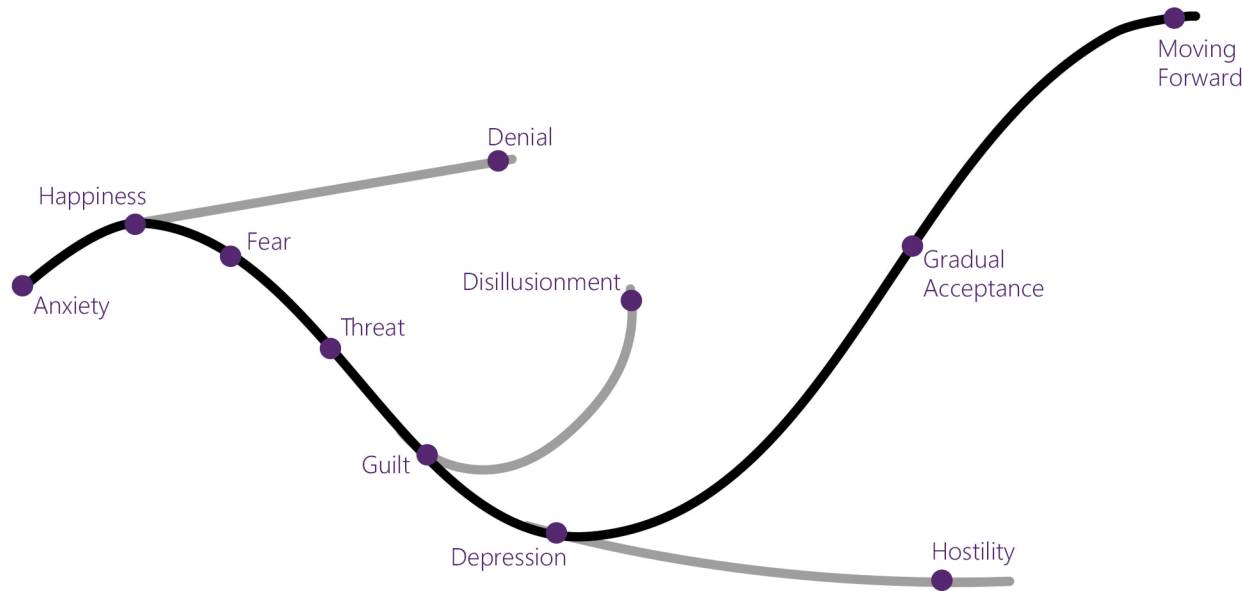


# The process of transition



## Anxiety

Unable to picture the future and understand what to do.  
*'Can I cope?'*

## Happiness

A feeling of relief that something is going to change. Excitement at the thought of improvements.  
*'At last something's changing'*

## Fear

A worry that we will have to make some changes in the way that we behave.  
*'How will this affect me?'*

## Threat

The old rules no longer apply but the new rules are not established.  
*'This is bigger than I thought'*

## Guilt

A belief that we have been wrong in how we did things and the thought that we should have known better.  
*'Did I really do that?'*

## Depression

A lack of motivation to do anything, feelings of uncertainty and confusion of how to operate.  
*'Who am I?'*

## Disillusionment

A recognition that our values, belief and goals are incompatible with the organisations.  
*'I'm off, this isn't for me'*

## Hostility

Insistence that the old process works and a determination to prove it.  
*'I'll make this work if it kills me'*

## Denial

A lack of acceptance of any change, carrying on regardless.  
*'Change? What Change?'*

## Gradual Acceptance

The start of managing our control over the change. Getting the what and the why.  
*'I can see myself in the future'*

## Moving Forward

Getting our sense of self back, taking control and positive about making things happen.  
*'This can work, it will be good'*

## Complacency

Feeling laid back and almost oblivious to what is happening, even though it may have been quite traumatic at the time.  
*'What was all the fuss about?'*