



Lead Teams

Handout 7

Employee Reaction to the Endings

Most employees react to endings with DENIAL and RESISTANCE. They experience different emotions, including:

DENIAL	<p>“This can’t be happening!”</p> <p>“This is just a routine layoff. After the recession, everything will be back to normal”.</p> <p>“We don’t have any problems with morale here”</p> <p>“Business is business. After the initial shock, we adjusted very quickly.”</p>
GRIEF/LOSS	<p>“I wish we could just go back to how it used to be around here.”</p> <p>“Those people who were laid off were my good friends. I really miss them.”</p>
ANGER	<p>“Those rotten \$@%&*X!! How could they do that, after all those people have given to this organisation?!”</p>
GUILT	<p>“Why did I get to keep my job when so many fine, deserving people lost theirs?”</p>
FEAR	<p>“I wonder if I will be next.”</p> <p>“I’d better not make any waves or any risky decisions. Best to play it safe.”</p>
PASSIVITY	<p>“Why make any extra efforts if I might be on the way out too?”</p>
ANXIETY	<p>“I’m not sure I really have what it takes to adjust to the new way of doing things.”</p>
CONFUSION	<p>“I’m no longer sure how I fit in, what’s going on around here, or what I’m supposed to do.</p>
DISTRUST	<p>“I thought as long as the organisation was doing OK and you were doing a good job, you had a job as long as you wanted. Just goes to show you can’t believe anything management tells you.”</p>
BURNOUT	<p>“I put in unbelievably long days, six or seven days a week, can’t sleep, don’t have time for exercise, family or anything else, have trouble concentrating, feel overwhelmed – but hey, I’m lucky. I still have a job and I intend to do what it takes to hang onto it”.</p>
DEPRESSION	<p>“I have no say over what happens to me. I am completely at the mercy of this organisation and events beyond my control.”</p>