

# Team Impact Analysis

## Team Impact Analysis – Part A

Every change begins with an ending, or a loss. For the change to be successful, you must first say goodbye to the old way. As a leader, your team will look to you to help them through the transition. During this time, it is helpful to **identify and assess both your and your team’s losses.**

### Directions- Part A

**Step 1** Identify an organizational change your team is currently facing. It may be a general change like “a changing work environment due to COVID-19.”

**Step 2** Identify some of the losses associated with this change. First, identify your loss. Then, view the impact from your team members’ perspectives and identify their losses. Ask yourself, “Who stands to lose something related to this change?” and “What do they stand to lose?”

WHAT?	You	Team Members (Identify)
Career Path		
Competence		
Group Memberships		
Meaningful Work		
Personal Future		
Power/Influence		
Routines/Structures		
Career Path/Title		
Scope/Responsibilities/Turf		
Working Relationships		
Other		

\* Source: Adapted from William Bridges and Linkage, 1998 & 2005

**TIP:** A person’s reaction to change is personal. Our losses can impact the amount of time it takes to get through our transition.

### Team Impact Analysis- Part B

Once you identify what you are losing, you can begin to **gain control & understanding** to **consciously & intentionally** manage both your personal transition and team transition through the change.

#### Directions- Part B

Using the table from Part A, take a few moments to write down some of the things you are currently doing - or could do - to help deal with the losses surrounding the change.

Consider some of these questions:

- What are you currently doing to help yourself with these losses?
- What else could you be doing that you are not currently doing?
- Who else is affected by what you are going through?
- Who can help you? How?
- Who can you turn to for support? How can they help?

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**TIP:** How confident are you that you've identified your team's losses and challenges? Ask your team, "What am I doing that's working?" "What do you need to help you through this change?" "What can be better?" Let them know you can help support them through this time.