

# Psychological Needs During Change

## Control & Agency

- Freedom & authority
- Maintaining status
- A voice in the conversation
- Channel to have grievances heard
- Autonomy

## Connection

- Expression
- Relationships
- Inclusion
- Acknowledgement of stress
- Reassurance & Support
- Familiarity

## Information & Understanding

- Clear systems
- Clear expectations
- Plans to return to normalcy
- Justification for the change
- Logical decision making
- Information about the situation

## Stability & Safety

- Predictability
- Confidence things will work out
- Freedom from pressure
- Privacy & space to adjust