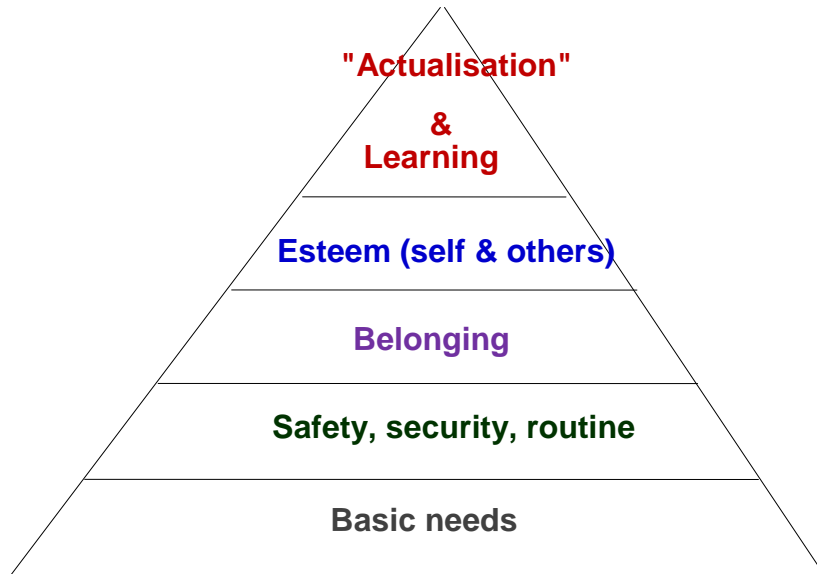




## Work, Change & Human Need

When we think of work, very often income is uppermost in people's minds. The need to earn, to pay our way and meet our financial commitments is a strong drive. Change and uncertainty at work can leave us feeling anxious and insecure about our livelihood, and our ability to meet our basic needs.

Psychologist Abraham Maslow suggested human beings have a hierarchy of needs in life.



- While work undoubtedly contributes to our financial security and ability to meet our basic needs, it contributes far more than just income in most people's lives.
- Work offers routine and security, giving structure to our lives, and separating work from leisure time.
- It can contribute to our sense of belonging, to friendships, to connection with others.
- Work can be a source of esteem, feeling good about ourselves and our abilities, and having esteem from other people.
- For some, work becomes a place of 'self actualisation', where we realise our personal potential, and have a sense of self fulfilment.

Anticipated or actual change can generate a perception of threat, or a real loss, to some of the ways we get our needs met. This framework can be used practically to:-

- identify how significantly work contributes to the way we get our needs met at a personal level
- consider the likely impact of a particular change in terms of losses and opportunities
- plan how to minimise the losses, and maximise the opportunities.