**Stakeholder Needs Chart**

This chart helps identify gains and losses for each identified stakeholder likely will experience. Strategies can then be identified to mitigate losses or optimize gains. This chart is used later in the change process when creating a communication plan in the **Explain Step.**

|  |  |  |  |  |
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| **Stakeholder** | **Potential Losses** | **Potential Gains** | **Mitigating/Maximizing Strategy** | **Communication**  **Strategy** |
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