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| **#** | **Time period** | **Stakeholders involved** | **Tension-type** | **Cause** | **Effect** | **Source** |
| 1 | Present |  | Raison d’être: Change is perceived as an evolution that cuts someone out |  | Negatively impacts individual’s interest in participating | FA1\_DI, Pos. 22 |
| 2 | Present |  | Raison d’être: Stakeholder losing a say in the work |  | Negatively impacts individual’s interest in participating | FA1\_DI, Pos. 22 |