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|  |  | **Barrier relevance to technology innovation deployment process** | | | | | | | |
|  |  | Initiation (pre-adoption) | | | | Implementation (post-adoption) | | | |
|  |  | Barrier | Cause | Effect | Source | Barrier | Cause | Effect | Source |
| **Owner of deployment barrier** | System | Tension-type: *Raison d’être:*   * *Change is perceived as an evolution that cuts a stakeholder out* * *Losing a say in the work* |  | *Negatively impacts individual’s interest in participating* | FA1\_DI, Pos. 22 | Tension-type: *Raison d’être:*   * *Change is perceived as an evolution that cuts a stakeholder out* * *Losing a say in the work* |  | *Negatively impacts individual’s interest in participating* | FA1\_DI, Pos. 22 |