**Figure 1 – Process Overview**

Pressure to conform (exerted by acquirer)

- Gap from norms desired by the acquirer
- Declining openness to change
- Emotional impact

Organizational Identity

Personal Identity

**Figure 2 – Ideal Process as expected by the Acquirer**

Pressure to Conform

- Gap in Norms
- Desired Norms

Change in Behavior

- Existing Norms
- Openness to Change

**Boxed constructs indicate our perception of the constructs’ accumulative nature; they have significantly more inertia than other constructs.**

**Figure 3 – Assembled details of undesired processes**

- Pressure to Conform
- Gap in Norms
- Enforcement
- Change in Autonomy
- Deviation from Reciprocal Expectations
- Openness to Change
- Distancing
- Relative Legitimacy of Own Norm
- Increase of Emotion
- Antagonism
- Frustration

- Desired Norms
- Pcv’d Strength of Org Identity
- Uncertainty
- Stress

S denotes strength or intensity.