



# Change Resources

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# Change & Transition in your Life & Career

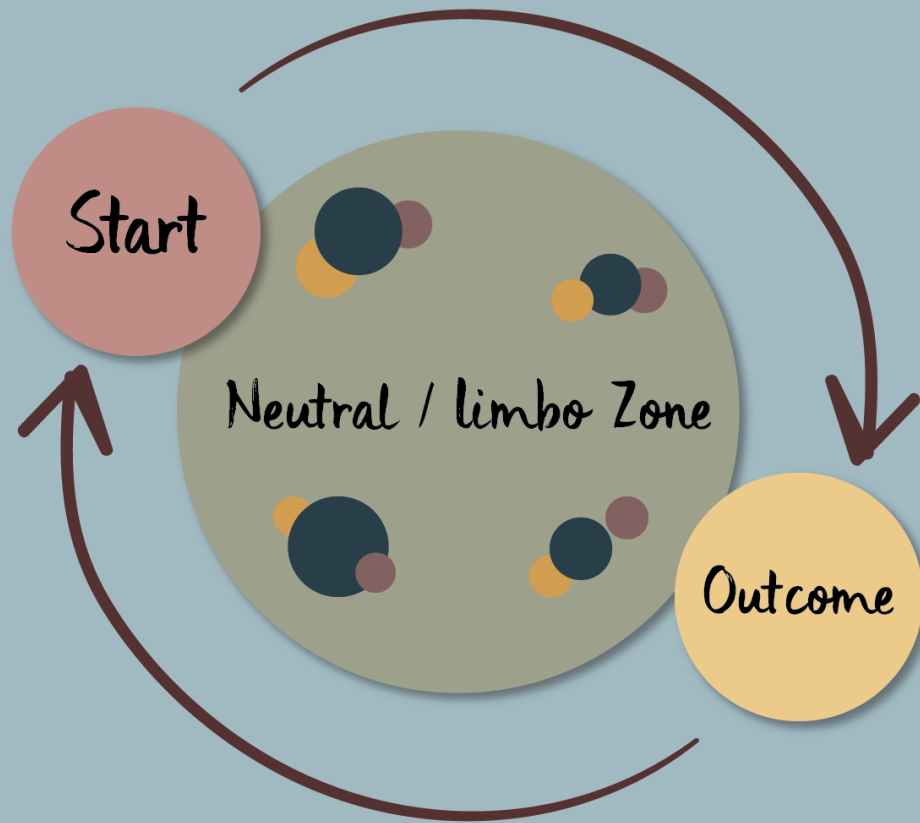
## Change

- [noun] to transform or convert (dictionary.com)
- [verb] an act...through which something becomes different (oxforddictionary.com)
- is situational (William Bridges, PhD)

## Transition

- [noun] The process or period of changing from one state or condition to another (oxforddictionary.com)
- is psychological...process that people go through as they internalize and come to terms with the details of a new situation that the change brings about (William Bridges, PhD)

# The Entrada & Change Transition Model



## Three stages

**The Start of Change** – consider endings / loss / letting go at this stage

**The Neutral / Limbo Zone** – a careful balance of timing in this significant part of Change

**The Outcome of Change** – achieving your goal / new beginnings

- Organic and Dynamic
- Change within Change
- Directional

\*Adapted from “Managing Transitions – Making the Most of Change” William Bridges PhD with Susan Bridges. 3<sup>rd</sup> Edition 1991 Da Capo Press PA USA

# Be Curious About Change in your Life & Career

- Get to know as much as possible about how you cope with Change
- Name it to tame it!
- Write down everything you experience/feel/think about Change
- See if you can identify patterns
- Are there any familiar patterns with your past experiences?
- If yes, take a careful and detailed look at how you approached that Change and what the outcome was? What can you learn from past experience?
- If no, consider that uncertainty may be a step to possibility. Notice how you respond or react to that consideration.
- Discuss the results of this activity with someone you trust and ask for support during the Change

## Understanding **CHANGE** can help you understand how it affects you

**C** stands for Change because your Change Story is unique

**H** stands for How so consider How Change is happening to you?

**A** stands for Aware so be aware and pay attention to Change

**N** stands for Normal so remember it is normal to for Change to occur

**G** stands for Growth; an outcome of Change

**E** stands for Everyone because we all experience Change so you are not alone!

## **ACTION** can help you manage Change and mitigate challenges

**A** stands for Attitude, so consider how you are approaching Change?

Ask: How committed am I to Change?

**C** stands for Check-in so think about where you are in the Change & Transition Model.

**T** stands for Transition. Ask: how am I coping with Change psychologically?

**I** stands for Individual, so what do I need in my Change process?

Do I have my plan for successful Change?

**O** stands for Observe. Be mindfully aware of your emotional and physical state in your Change process

**N** stands for Network so use your Network and resources to help with your Change

## Developing *Your* Change & Transition Story

- Think about a significant Change you have made in your life
- Why was the Change so important to you?
- When did the Change occur?
- What happened before and during the Change?
- Who was involved in the Change?
- Where did the Change happen?
- What was the outcome of the Change?

# What I Have Learned About Change & Transition

Name: \_\_\_\_\_ Date: \_\_\_\_\_

My Change & Transition Story is:

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My two positive/ supporting aspects of Change:

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My two challenging aspects of Change:

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My metaphor/ image / word / phrase for Change:

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