

Personal Transition Phases (William Bridges, Managing Transitions)

ENDINGS

Issues

- DISENGAGEMENT
- DISIDENTIFICATION
- DISENCHANTMENT

Behaviors

- Denial
- Anger
- Resistance
- Bargaining
- Depression
- Lack of Trust
- Sense of Loss

Helpful Approaches

- Talk about feelings of loss/sadness.
- Recognize behaviors associated with mourning/loss.
- Affirm self-worth.
- Tell the truth.
- Talk to others; encourage dialogue.
- Don't judge, punish, blame.
- Recognize that others may be in a difficult place

THE NEUTRAL ZONE

Issues

- DISORIENTATION
- DISINTEGRATION
- DISCOVERY

Behaviors

- Confusion
- Sense of loss
- Meaninglessness
- Hope /Despair
- Questioning the future
- Best side/worst side emerges
- Beginning of vision

Helpful Approaches

- Recognize this phase is temporary
- Avoid becoming immobilized.
- Create time and space to be alone.
- Resist temptation for "fight or flight."

NEW BEGINNINGS

Issues

- VISION
- CULTURAL CHANGE
- ENROLLMENT

Behaviors

- Acceptance
- Moving on
- Excitement
- Creativity
- Empowerment
- Risk-taking

Helpful Approaches

- Acknowledge and recognize movement
- Use meaning-based vs. information based communication.
- Take advantage of career and life planning opportunities.
- Seek real involvement in creating the future.
- Document personal learning