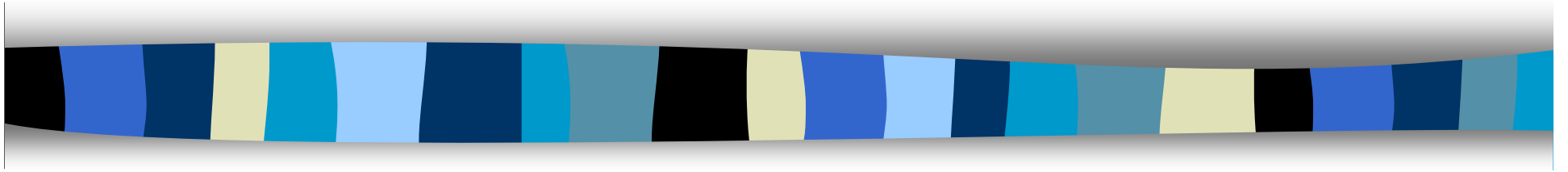


# Transitions and Change



Dr. Kathleen E. Allen

Adapted From William Bridges Book -  
Transitions



# Change and Transition

- Change occurs when something new starts and something old stops.
- Transition cannot be localized in time. It is a psychological process through which individuals and groups reorient themselves so they can function and find meaning in changed situations.
- Change requires people to make transitions and it is the transitions that are difficult – not the change.



# Challenges With Transitions

- Transitions are difficult because people don't know what they should stop doing.
- Transitions require a new skill – the skill of unlearning. “What do we need to unlearn in order to create a new organization?”
- Today most people are living through multiple transitions at the same time – in the past transitions came one at a time.



# Transitions Involve the Loss of Identity

- Transitions can be difficult because our identity is in our relationships.
- When relationships change so does our identity.
- It can lead to questioning your self worth and asking questions like “who am I now?” “Am I still the same person?”

# Reflection

- How many transitions are you going through right now?





# Loss of Attachments

- Transitions can be difficult because it causes us to re-structure our relationships even the ones we don't like.
- They cause us to reorder group memberships and specific relationships.
- Transitions can cause us to lose feeling “connected” in a larger sense.

# Loss of Structure

- Patterns of authority
- Policies,
- Schedules
- Deadlines
- Etc. All shift during transitions



# Loss of Control

- Feeling used or not listened to.
- Not feeling involved in the change which is occurring.







# Loss of Meaning

- Trying to answer the questions “why?”  
And “I don’t understand.”



# How Do You End Things?

Which transition points have been most important so far?

- How did the endings begin?
- What were the in between times like?
- What strategies did you use during these times?
- What were the beginning times like?



# Components of a Transition:

- End – disengagement, disidentification, disenchantment, disorientation.
- Which transition points have been most important so far?
- How did the endings begin?
- How have you worked through endings before?



# Components of a Transition:

- Neutral zone – a time of emptiness. Through this time we make ourselves ready for a new beginning. We need to find the right amount of time to spend in this scary spot. Being in-between things is like letting go of one trapeze and hanging out in mid-air before you grab onto the next trapeze.



# Components of a Transition:

- What was your in-between time like?
- How did you cope with flying in mid-air with out a net?
- What strategies did you use / discover?

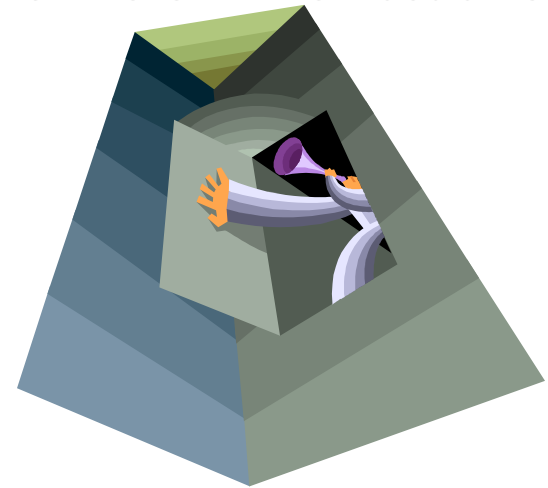


# Components of a Transition:

- Beginnings – these are troublesome. They require physical and emotional energy people may not believe they have. The known is safer than the unknown.
- When you have started something new, how did you do it in the past?
- What issues came up?
- What strategies have you used to help you begin something new?

# Transition Checklist for a Smoother Ride

- Take your time.
- Arrange temporary structures. [Banana].
- Don't act for the sake of action.
- Recognize why you are uncomfortable.





# Transition Checklist for a Smoother Ride

- Take care of yourself in little ways.
- Explore the other side of the change not just your side of the story.
- Get someone to talk to.
- See change as a constant processes.
- Use it as a way to encourage your own learning.





# Things to Remember

- People feel the need to regain control over their work lives.
- People have trouble settling into a new role until they have adjusted them for personal fit.
- You are in the best position to regain control over your own transition challenges.