

Activity: Map Yourself on the Transition Map

Map yourself using the questions in each Transition Phase

- Knowing where you are, at any given moment, provides more clarity and certainty
- Transitions aren't linear
- You may move back & forth through the phases
- You may experience different phases simultaneously
- You may experience a range of contradictory emotions

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<p>Denial, anxiety, shock, grief, anger, resentment, fear, blame</p>	<p>Confusion, frustration, apathy, anger, dislocation, emerging optimism</p>	<p>Commitment, excitement, enthusiasm, relief, acceptance</p>
<p>Endings: Loss/Past</p>	<p>Neutral Zone: Confusion</p>	<p>Beginnings: Hope/Future</p>
<ul style="list-style-type: none"> • Which responses do I recognize? • Identify situations where these responses were triggered. • What is ending for me? • What will change for me as a result? • What do I have to let go of? • What is the loss involved? • What support do I need? 	<ul style="list-style-type: none"> • Which responses do I recognize? • Identify situations where these responses were triggered. • How am I making sense of the changes? • Do I know what will happen: who, when, what and how? • What am I confused about? What information do I need? 	<ul style="list-style-type: none"> • Which responses do I recognize? • Identify situations where these responses were triggered. • How can I/we do this? • What opportunities open up? • What is emerging for me/us now? • What new competencies, ways of working and engaging, do I need to learn?