



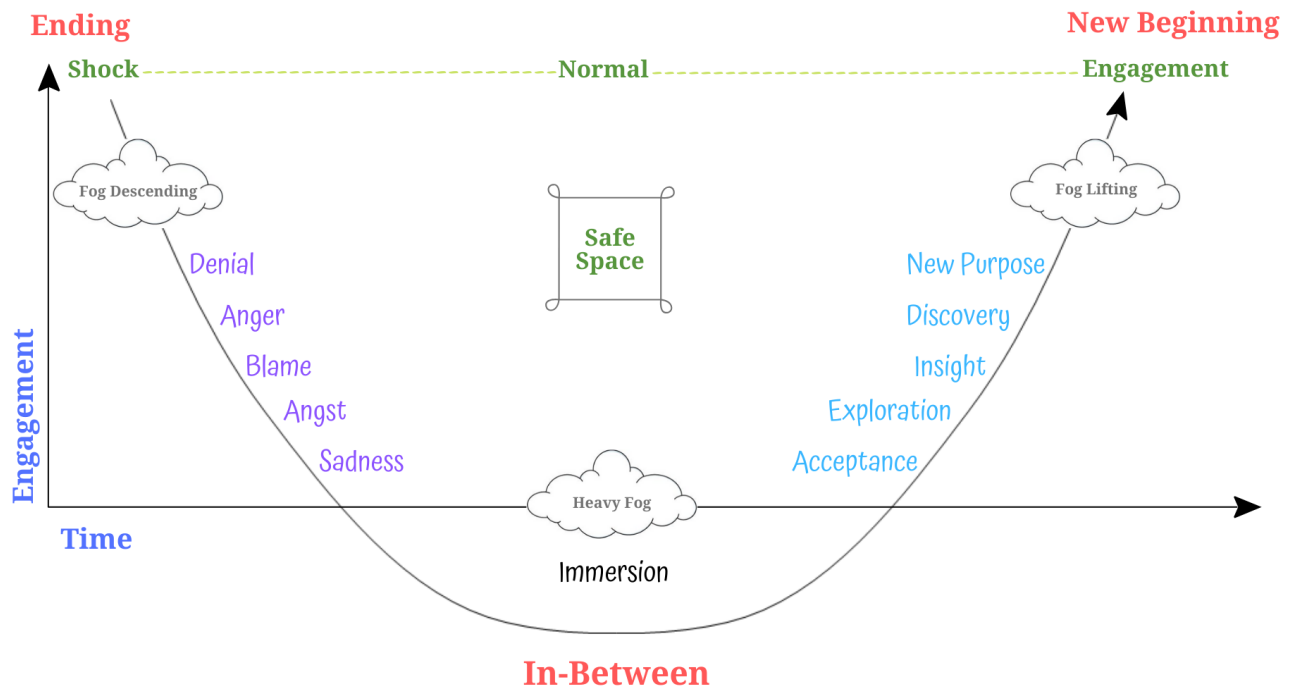
THE WISDOM OF TRANSITION

NAVIGATING CHANGE IN THE WORKPLACE

You'll probably be able to make sense of the graph based on your own past experiences. The vertical arrow of this model is an expression of your level of engagement at work. The horizontal arrow represents you moving through time, as you navigate the change that's been thrust upon you. Almost everyone moves through this three-part process when dealing with a difficult change in his or her work life.

- First comes the loss of a situation at work: perhaps the exit of a beloved leader, the ending of a job, or a promotion that didn't happen – the forced ending of something. Often accompanying this first phase is a descent into the fog of denial, anger, blame, worry and sadness.
- Then comes the 'in-between' second phase, where you take valuable time-out to accept and integrate what's happened. This is your time to freely express your feelings, and reflect deeply on the impact of this change in your life.
- Finally comes the third phase, where you move upward and forward through exploration, insight, discovery and new purpose. The fog lifts, and you find that your energy increases, your mind becomes clear again and a new beginning appears on the horizon.

CHANGE & TRANSITION MODEL



You'll notice on the graph that first of all, there's 'fog descending' when the ending occurs. Then at the bottom of the graph, there is 'heavy fog'. And then there's the 'fog lifting' once you've arrived at the new beginning. To clarify, fog is not negative. I see fog as a protective mantle that insulates you. When there is heavy fog, you cannot see very far in front of you. It supports the needed reflection and nurturing that happens in the in-between phase. Its intent is to protect and comfort you.