One View of Change

“The certainty of misery is better than the misery of uncertainty.”

Pogo Comic Strip
Change vs. Transition

William Bridges

Change and Transition are not the same

✓ Change = a shift in the external situation

✓ Transition = the psychological reorientation in response to change
It’s the transition, not the change that people fight against.

They resist:

- Loss of their identity and their world
- Disorientation of the neutral zone
- Risk of failing in a new beginning
The Stages of Transition

**THE DENIAL PHASE**
- Ignoring
- Minimizing
- Depersonalizing

**THE ENDING PHASE**
- Disengagement
- Disidentification
- Disenchantment

**NEUTRAL ZONE PHASE**
- Disorientation
- Disintegration
- Discovery

**NEW BEGINNINGS**
- Recommitment
- “New Vision”

*From William Bridges*
Ending,
Losing,
Letting Go

The Neutral Zone

The New Beginning
How Can I Apply This?

- Check in with yourself, “where am I”?
- Normalize your emotions.
- Beware of blaming.
- Do self-care.
- Am I moving forward?
- Am I stuck?
- Use my resources.
Life Change Exercise

- On the handout, chart your highs and lows as they relate to life changes.
- Write in the events that correlate with the life changes.
- What does the charting tell you?
Life Change Exercise

- Highs:
  - Divorce of Parents
  - Long-awaited birth of child (twins!)
  - Marriage

- Lows:
  - Death of Mother
  - Divorce
  - Remarriage
Life Change Discussion

What are your life lessons about thriving in change?
Tools for Thriving

- Be Proactive, Not Reactive
- Know and Use Your Anchors
- Beware of the 3 P’s of Pessimism
- Look for the Discoveries
- Live in the Present
Be Proactive, Not Reactive

- Focus on what is in your control.
- Take responsibility for your thoughts, feelings, actions, skills and values.
- Beware of victim language or relationships.
Know and Use Your Anchors

- What is unchangeable for me?
- What can I rely on for strength, support?
- Where do I go to find peace?
- What beliefs, values can I use?
- How do I be my best self in this situation?
Three P’s of Pessimism

Common Thinking Distortions

- Personalization
- Permanence
- Pervasiveness
Look for the Discoveries

What is life teaching me right now?
Self-Renewal

- Homeostasis
- Crisis
- Coping Begins
- “Live Life Fully”
- “Back to Normal”
- “Stuck”
Live in the Present

“Oh, I’ve had my moments, and if I had to do it over again, I’d have more of them. In fact, I’d try to have nothing else. Just moments, one after another, instead of living so many years ahead of each day.”

Nadine Stair, 85 years old, Louisville, Kentucky
Thriving in Change

What one idea are you taking away from this discussion today?
Thriving in Change

“My private measure of success is daily. If this were to be the last day of my life would I be content with it?

To live in a harmonious balance of commitments and pleasure is what I strive for.”

- Jane Rule
EAP

Want to know more? Contact US.

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