

Carol McIntyre, LCSW

The Caring Connection, P.C.

1121 E. Main St., Suite 130

St. Charles, IL 60174

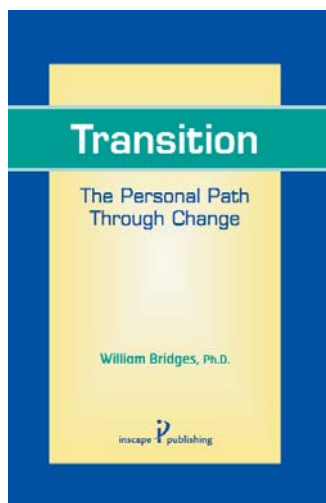
630 377-8655

info@caringconnection.com

www.caringconnection.com

# Transition — The Personal Path Through Change

## Managing the Human Side of Change



A roadmap to  
guide people  
from resistance  
to acceptance  
to action

Change happens. It can be negative change, like the loss of a job. Or positive change, such as a relocation that offers new opportunities. Either way, many employees have trouble moving from the comfort of the familiar through the uncertainty of change toward a new beginning.

Fortunately, now there's a learning process to help them on their journey: *Transition — The Personal Path Through Change*, by William Bridges, Ph.D.

*Transition* is a personal learning guide that helps employees through the emotional transition from “what was” to “what will be.” Change is successful only when workers reorient and adapt on a personal level to the changing needs of the situation.

### Time-Tested Models. Positive Results.

*Transition — The Personal Path Through Change* is a journey, not an event. It's based on a structured three-stage process that Dr. Bridges has refined over 20 years of corporate consulting. And now the insights of DiSC® Dimensions of Behavior have been integrated into Bridges' model to help each employee find the most personally effective way of moving through transition.

### A Positive Outcome for Employees and Your Organization

For employees whose work life is changing, the benefits of *Transition* include a faster, smoother journey from frustrating resistance to fulfilling engagement.

For your organization, the benefits are even more tangible: higher employee productivity, greater adaptability, and improved innovation during times of change — along with less conflict, absenteeism, and employee turnover.

### A Personal Guide for Facilitated or Self-Directed Learning

*Transition — The Personal Path Through Change* is a learning process with everything you need to help your workforce get on board with needed change. The *Transition* personal learning guide actively involves learners in self-directed study, one-on-one coaching, or large- or small-group workshops.

# Transition — The Personal Path Through Change *(continued)*

## Bridges' Transition Model

Transition is the gradual, psychological process that we undergo in response to changes that occur in the world around us. Dr. William Bridges defines three guideposts on the path to successful transition: Endings, The Neutral Zone, and New Beginnings.

### Phase 1: Endings

Every transition begins with an ending, a loss. When things change, people leave behind the way things were — and the way they were in the previous situation. They may be left searching for a new way to define themselves.

### Phase 2: The Neutral Zone

The neutral zone is a confusing in-between state, when people are no longer who and where they were, but are not yet who and where they're going to be. Although the neutral zone can be distressing, it also provides many opportunities for creative transformation.

### Phase 3: New Beginnings

A new beginning can only happen after people have let go of the past and spent some time in the neutral zone. In this phase, people accept the reality of the change and start to identify with their new situation.

## A Powerful Resource for Change Management

*Transition — The Personal Path Through Change* is an effective learning tool that:

- actively engages people in responding to change
- introduces a practical, guided process for moving through the three phases of transition
- offers a user-friendly, interactive workbook format that personalizes learning
- incorporates DiSC®, a proven approach to understanding emotions and behavior in changing situations

## About the Author

William Bridges, Ph.D., has been a leader in the field of transition management for over 20 years. He has worked with hundreds of organizations to help their employees through change and transition with minimal distress and disruption. A *Wall Street Journal* survey ranked him among the top 10 independent executive development specialists in the United States. The author of several best-selling books, Dr. Bridges is one of the most widely read and quoted experts on transition in the workplace.

### Common Workplace Issues. Uncommon Results.

Individual differences are key to the success of your organization. Yet these vital differences can also lead to common workplace issues. Stress. Conflict. Low productivity. Ineffective leadership. Resistance to change.

So how do you solve common problems among unique individuals? With Inscape Publishing's self-directed learning instruments. Our tools are based on the belief that individual awareness is key to organizational success.

Organizations like yours use Inscape's resources to provide a common language, helping people capitalize on differences to achieve uncommon results.

## Related Products

The *Transition* Facilitator's Sourcebook offers everything trainers and facilitators need to administer *Transition — The Personal Path Through Change*. The sourcebook includes background information, administration details, application options, activities, and presentation materials. Contact your Inscape Publishing Authorized Distributor for details.