

Navigating the Waves of Change: The Career / Life Transition Adventure

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Social, Economic and Political Challenges

- Globalization
- Technological and Informational Advances
- Demographic Shifts
- Global Terrorism
- Financial Upheaval

Challenges to Personal and Working Life

- Faster Pace
- Increased Complexity
- Greater Unpredictability
- Ongoing Transitions in Life and Career

A Definition of Transition

An event or a non-event that alters a persons *perception* of the self and of the world, that demands a change in assumptions or behavior, and that that may lead either to growth or deterioration.

Nancy Schlossberg

Transition is an internal process, it is what is happening in people's minds

William Bridges

Types of Transitions

- ◆ Anticipated
- ◆ Unanticipated
- ◆ Non-events

Stages of Transition

Bridges and Schlossberg

- ◆ Ending, Losing & Letting Go (Loss)
- ◆ Neutral Zone
- ◆ New Beginning
- ◆ Moving In
- ◆ Moving Through
- ◆ Moving Out

An Emotional Roller Coaster

- ◆ Shifting back and forth - from relief and hopeful expectation to being out of control (it can be an adventure)
- ◆ Sudden emotional downturns and upheaval
- ◆ People in transition often feel **marginal**, that they don't **matter**

Feeling That You Are on the “Margin” or that you don’t “Matter”

Rosenberg and McCullough

- Mattering - the belief that you are worthwhile / significant
- Attention
- Importance
- Reliance
- Personal Caring
- Appreciation

Mattering from Many Sources

- ◆ Clients / Students
- ◆ Colleagues
- ◆ Friends / Family
- ◆ People in Authority

The Person is Larger than their Problem

- Don't deny problems but leave room for an exploration of the full person
- Explore Moments of Well Being, Satisfaction and Joy
- Document Strengths used to Overcome Challenges

Understanding the Transition

Schlossberg – 4 S's

- ◆ Situation – the context, what are the triggers, length of time, being in control
- ◆ Self – maturity, self-efficacy, hopefulness, health, commitment, culture
- ◆ Support – friends, family, community members; resources
- ◆ Strategies – reframing, changing the situation, managing stress

Step One

- ◆ Situation – the context, what are the triggers, length of time, being in control
 - ◆ - Awareness of feelings of powerlessness (lack of mattering / marginalization)
 - ◆ - Broadening Imagination
 - ◆ - Having a sense of backswing (past strengths) and what a more hopeful future might look like (visioning)
 - ◆ - Intervention: Walking the Problem

Step Two: Positioning 'Self' and 'Support' Together

- ◆ Self – maturity, self-efficacy, hopefulness, health, commitment, culture
- ◆ Support – friends, family, community members; resources

Our vocational identity and our realities are socially constructed by language and maintained through our stories


The way others view us impacts our stories and helps to determine our identity

STORY WHEEL



Step Three

- ◆ Strategies – reframing, changing the situation, managing stress
 - ◆ New more Hopeful Metaphors (Leverage)
 - ◆ Planning
 - ◆ Taking Action / A first step
 - ◆ POSITIVE UNCERTAINTY
 - ◆ *PARADOXICAL PERSPECTIVE*
 - ◆ PLANNED HAPPENSTANCE

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- ◆ *You can't direct the wind, but you can adjust your sails.*
 - ◆ *You've built your boat, now do what you must to stay afloat.*

Anonymous

Life is like riding a bicycle. To keep your balance you must keep moving.

Einstein

A graphic with a light purple background featuring a sunburst pattern of rays. The top rays are dark blue, and the bottom rays are white. The text "Thank you!" is centered in a bold, orange font.

**Thank
you!**

**For more information
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