

Congratulations ... You Are In Transition!

No Matter how you feel about your current transition, be assured--
Your transition is right on time. In fact it's a gift.

Transition is the natural and necessary break in the flow of our lives for course correction. It's the only serious time we take for reflection, and systematic assessment of our strengths, relationships, and purpose in life. When it comes to career development, this time is especially critical.

Still, most of us dread transition. In our minds it means discomfort and uncertainty. Add the anxiety of the current economy, and transitions scare us to death. As a result, we tend to put aside our authentic and best selves, in favor of someone who will *appear* more attractive in the market place. We let others—family, friends, headlines, “experts”, dictate the scope, timetable, and ultimately, the outcome, of our search.

By embracing and enjoying the process of transition, we put ourselves on a journey to discover our unique strengths. When these strengths meet real and vital needs in the world, we find our life's purpose and do our best work. Meanwhile, the resulting energy and confidence shortens the length, and greatly improves the outcome, of our transition.

**What are the phases of transition?
And how can you move faster towards
your dream job or career?**

1. REACTION

“Sometimes we stare so long at a door that is closing that we see too late the one that is open.”
Alexander Graham Bell

Reaction is pure emotion. Depending on the circumstances surrounding our transition, we can experience a range of emotion—anger and resentment, shame and sadness. Holding on to these emotions leads to a victim mentality. The path out: Take time to process issues and emotions with the help of objective and trusted advisors. By facing and resolving past issues, like forgiving yourself and others, we create a new context for our transition.

Transition Wheel



2. DISCOVERY

“People wish to be settled. Only as far as they are unsettled is there any hope for them.”

Ralph Waldo Emerson

In Discovery, we start to ask better questions, but tend to remain dominated by fear and insecurity, focusing on our weaknesses and seeing things through the lens of our resume. Discovery is the time to turn off self-judgment, get naturally curious, and consider new possibilities. By getting serious about identifying our values, strengths, and essential life experiences, we can re-discover the things we truly care about. The secret here is to get help applying, or “translating” our strengths and experiences, to real and present needs and opportunities in the marketplace.

3. NEW STRATEGY

“First you must find your trajectory, and then comes the social coordination.”

Joseph Campbell

In New Strategy, we enjoy intermittent periods of new energy, confidence and motivation, because we are in a place of new possibility. We still rely, however, on ourselves rather than making clear and assertive requests of our network, which can hold us accountable to critical behaviors. The key is to focus on specifically applying our strengths, formulating short and medium term plans, and interacting with opinion leaders who can guide us to organizations and people, in our fields of interest. In this way, networking and interviewing becomes a great adventure. Some of these people you discover will be allies for life!

4. GAME-ON

“The miracle is not that we do this work, but that we are happy to do it.”

Mother Teresa

At this stage, our plans are made, our position “secured”, and we are focused, in execution mode. Unfortunately, we tend to stop listening and learning, get isolated, and begin reacting all over again. Keep emotionally and spiritually healthy as you get focused on your work. Invite feedback from others as to your leadership style and “effect”. Never stop nurturing and growing your network of relationships, and taking opportunities for personal development. Let it be an alarm, should joy and ease go out of your work life. Work hard and work happy.

Keep in mind, mastering transition means eliminating the Reaction phase and staying in “Discovery” no matter what the circumstance and challenge before you. If you continue to create “New Strategies” in the face of these concerns, your “Game On” will remain relevant and effective.

An endless, tiring cycle, you say?

On the contrary. When you stand the Transition Wheel on its end, it is actually a coil. Every trip around the wheel lifts us higher and higher, increasing our capacity for service, effectiveness and enjoyment of our work.

So, embrace transition as a friend. Be aware of her natural phases; get help moving through the process; avoid the downward spirals. In this way, you will engage your strengths and talents in a journey filled with meaningful service and personal reward.



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