

The transitional model

Developed by William Bridges in 1991, this is the most widely cited framework, focusing on the psychological journey individuals undergo during organizational change. It distinguishes between change (the external event) and transition (the internal psychological process). The model outlines three stages:

1) Ending and Letting Go

2) The Neutral Zone

3) The New Beginnings

Stage 1: Ending and Letting Go

- This first stage can feel emotional for some, and is met by some resistance
- Feelings of: Fear, Denial, Anger, Sadness, Disorientation, Frustration, Uncertainty, A sense of loss.
- “letting go” is about recognising and appreciating what is important, not forgetting
- Give yourself space and ‘permission’ to feel whatever emotions come up

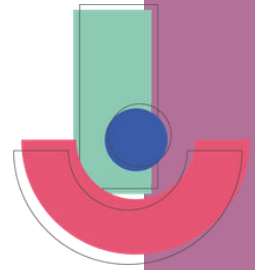
Ways to help at this stage:

Remembering what we are grateful for. Here’s an example of an exercise you can do:

| 1) What are you grateful for? | 2) What did it mean for you | 3) How could you stay connected? | 4) What will you take forward? |
|---------------------------------------|--|---|---|
| I am so grateful for my dad’s cooking | Delicious, <u>comforting</u> and easy! | I will be back at weekends, and holidays. I could ask my Dad for a recipe | Phone Dad for a chat and ask for his lasagne recipe |

Other ways to ease this stage >

- Speak to a friend / Peer
- Journaling / Writing it down
- Get creative



Stage 2: Neutral Zone

- 'No man's land' between old and new reality.
- Feeling: Uncomfortable, confused, uncertain, sceptical
- Motivation can rise and fall as we focus on mistakes
- Negative self-talk can get really LOUD
- Focus on the goal and progress

Think about your goals in this stage.

When you think about the change you currently face...
What do you want in 12 months time?
What will that feel like?
What will it mean for you?

The three C's to reduce negative talk:

1) **Catch it**

Catch yourself when you are going into a spiral of negative-self talk. Notice what the thoughts are.

2) **Change it**

Change your state of mind by focusing on something positive

3) **Choose it**

Consciously choose a different thought that serves you better

Stage 3: New Beginnings

- A time of acceptance and energy as things become more natural
- Feeling: High energy, openness, committed, motivated
- Forming new habits
- Setting yourself up for success with tools, habits and support

Think about where you'd like to be in 12 months time:

- What habits would support you?
- What support you do want?
- What tools would you like?

Tips for creating new habits

- Understand why (your why not someone else's)
- Get specific – what is your new habit
- Focus on a 'micro habit' – the very first step
- Make it obvious
- Make it attractive
- Make it easy

Remember...



Recognise achievements as you go along



Make time and space to celebrate



Set yourself rewards



Practice gratitude

Get in touch today to discuss how we can help your students through transition periods, and reach a future they want.

Email: hello@inclusivefutures.co.uk

