



# Change and Transition

We've previously looked at the application of concepts introduced by Dr. Elisabeth Kübler-Ross surrounding the grieving process and how they apply to the change process and other experiences involving trauma and/or loss. In its most basic form, change is the end of something old, and the beginning of something new.

Change is an inevitable fact of life, with the understanding that letting go of the familiar can be challenging. When we understand the need for change, and are resourced to manage it, then we can begin to transition with greater ease.

In order for change to occur or to have been successfully implemented, the following elements need to be present within each participating individual:<sup>1</sup>

- **Awareness** — is there an understanding that change needs to occur?
- **Desire** — is there a desire to participate and support the change?
- **Knowledge** — is there knowledge of how to make the change happen?
- **Ability** — is there an ability to complete or accomplish the tasks required?
- **Reinforcement** — what other resources are available for support on an ongoing basis?

## Transition

Transition is a subjective process. It's the gradual psychological reorientation or alignment that happens inside, as we adapt to change. Transition applies to both personal and professional experiences and generally consists of three distinct phases: Endings; Explorations; and New Beginnings.<sup>2</sup>

- **Endings:**

During this phase, especially when change is not chosen, many may experience emotions ranging from anger to fear as they realize that something they value is coming to an end. The focus is on loss and the experience of grief.

- **Exploration:**

Typically a chaotic period where the past has expired and the new remains uncertain or unfamiliar. This can be a very difficult phase for many as we are often confused, anxious and stressed as we adapt to new protocols, procedures and requirements. This however also lays the framework for new creativity to flourish.

- **New Beginnings:**

It's at this stage that change has been adopted and/or implemented. It's the collective integration of all requirements through effort and hard work resulting with a new norm emerging and being widely accepted. It's where growth is realized and reinforcement through celebration or self-satisfaction and reward is warranted.



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It is important to remember that change is inevitable and constant but you do have choices. It takes patience, perseverance, discipline, and determination. By challenging yourself, you will learn more about yourself and increase your self-confidence as you adapt and transform.

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### Resources:

Source: Hiatt, J. M. (2006). *Adkar: a model for change in business, government, and our community*. Loveland: Prosci Learning Center Publications.

Source: Bridges, W. (1991). *Managing transitions: Making the most of change*. Reading, Mass: Addison-Wesley