

TOOLS FOR TRANSITION



ABOUT US



TIM AUSTIN, MA
Transitions Coach
PCC

EVE AUSTIN, MA
LMFT

WANDERINGS
Tajikistan, 1996-2012
Turkey, 2013-2016
USA, 2016-Present

Workshops | Counseling | Coaching | Entry/Re-Entry | TCK's Soul Care | Retreats
eve.snow.austin@gmail.com tim@encompasslifecoaching.com

Encompass Life Coaching

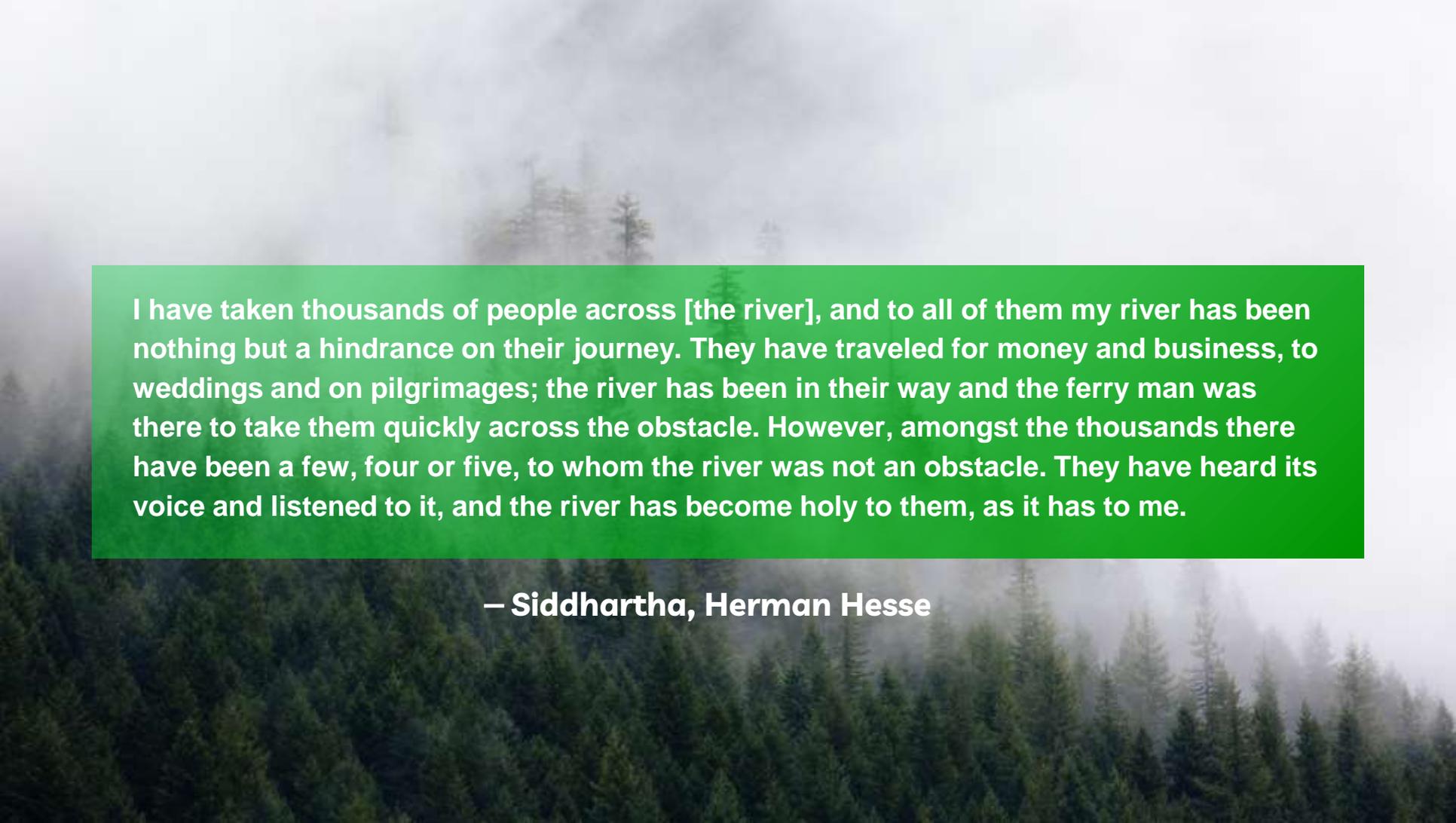
Helping global workers
navigate change with
confidence and clarity.



Where are we going?

We want to reframe and approach transition seasons in ways that are **purposeful** and **positive**.

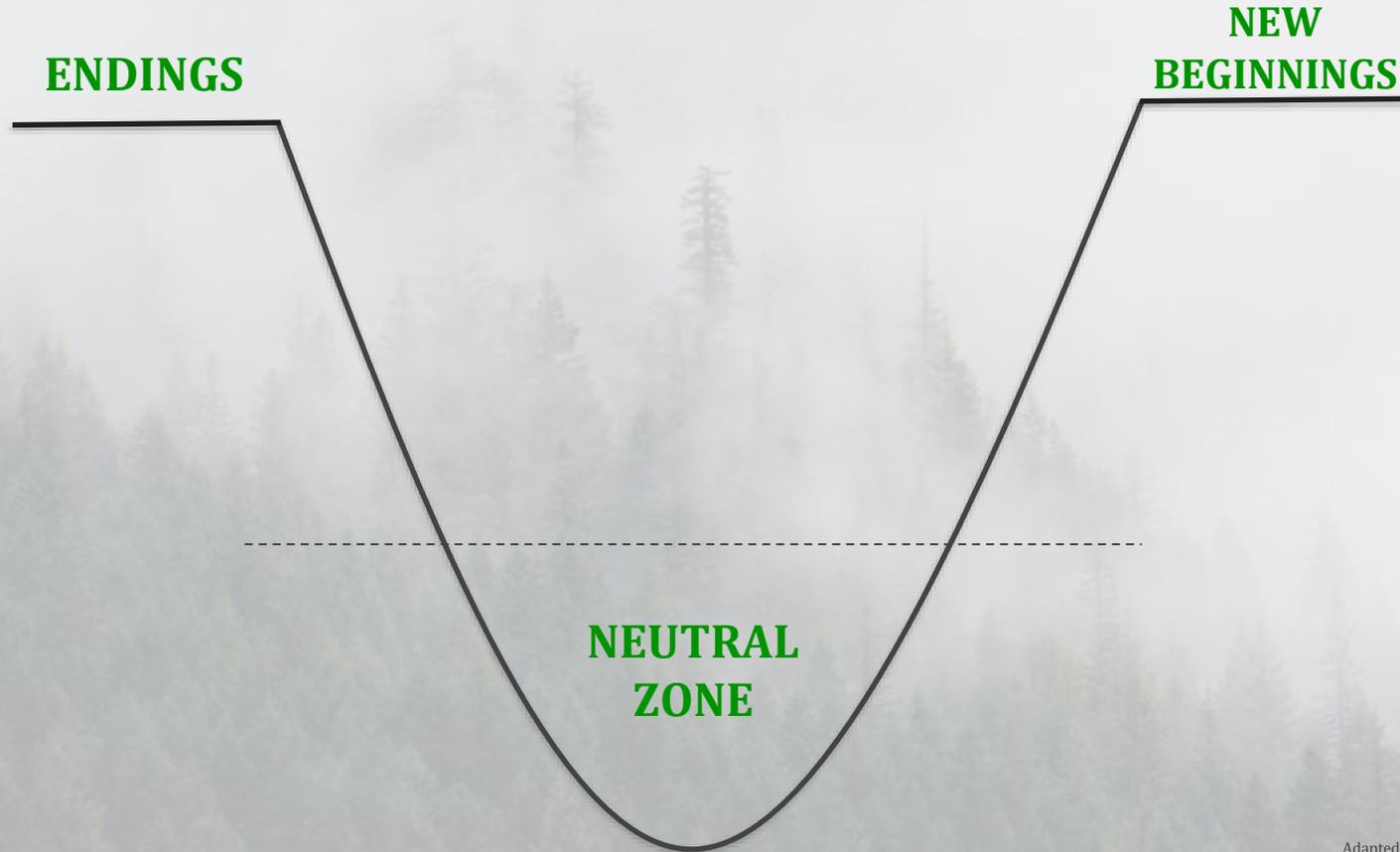


The background of the image is a misty, forested landscape. The foreground is filled with dense, dark green evergreen trees. In the middle ground, a layer of white mist or fog obscures the details of the forest, creating a sense of depth and atmosphere. The sky is a pale, overcast grey. A solid green rectangular box is centered in the upper half of the image, containing white text.

I have taken thousands of people across [the river], and to all of them my river has been nothing but a hindrance on their journey. They have traveled for money and business, to weddings and on pilgrimages; the river has been in their way and the ferry man was there to take them quickly across the obstacle. However, amongst the thousands there have been a few, four or five, to whom the river was not an obstacle. They have heard its voice and listened to it, and the river has become holy to them, as it has to me.

– Siddhartha, Herman Hesse

The Transition Curve



PART ONE



DEFINING TRANSITION

3 KINDS OF TRANSITION

- 1 Planned or Proactive
- 2 Unplanned or Reactive
- 3 Internal



What kind of transition are you currently experiencing?

Planned or Proactive?

Unplanned or Reactive?

Internal?



TRANSITION IS...

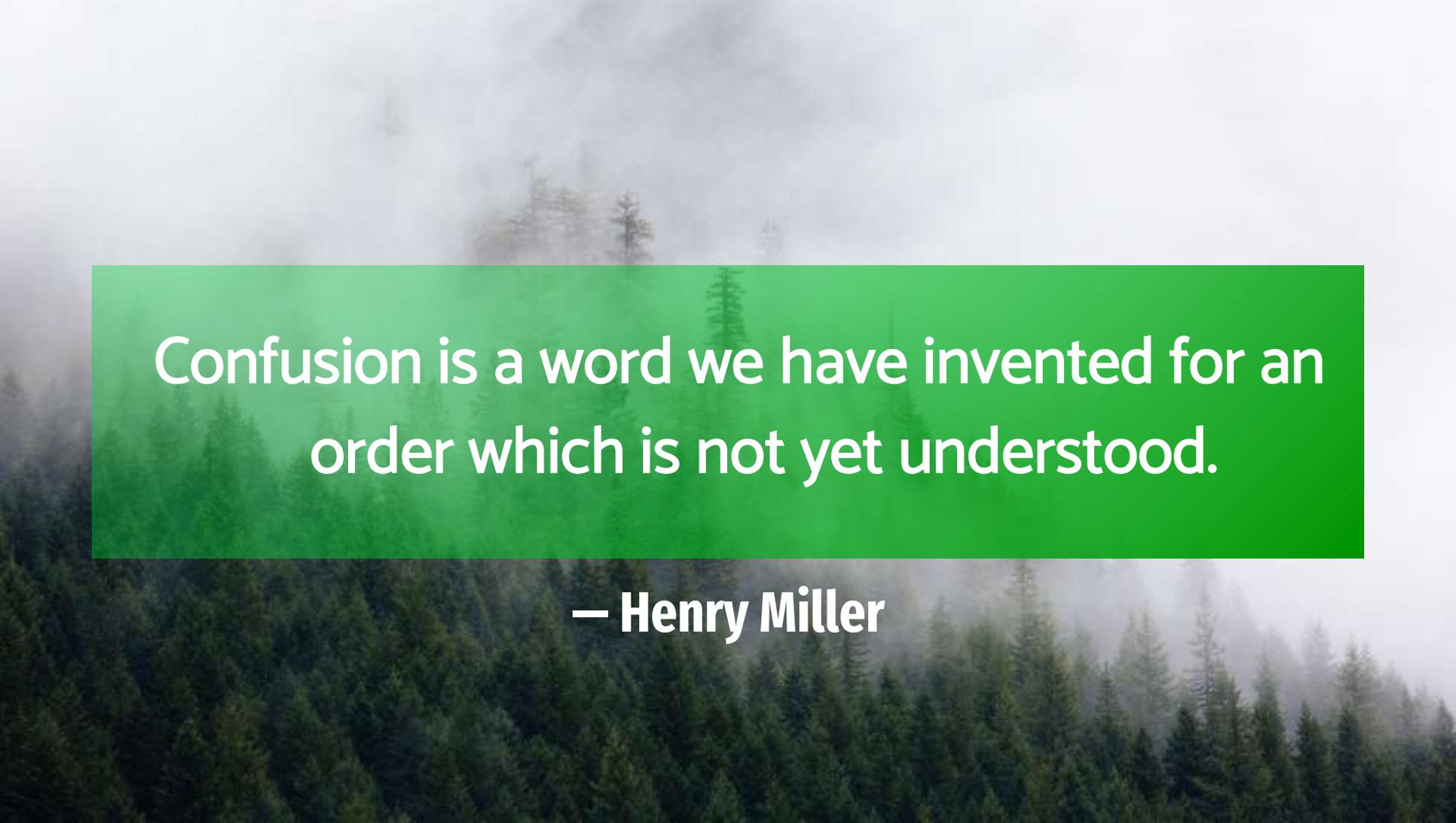


More than just change, but a change that involves an **inner component**, requiring an inner re-orientation.

In other words, change of outward circumstances might be the **trigger** for transition, taking place in an instant, but the adaptive, inner work **takes time**.



CHAOS

A misty forest landscape with a green text box. The background shows a dense forest of evergreen trees under a hazy, overcast sky. A semi-transparent green rectangular box is centered in the upper half of the image, containing white text.

Confusion is a word we have invented for an
order which is not yet understood.

— Henry Miller

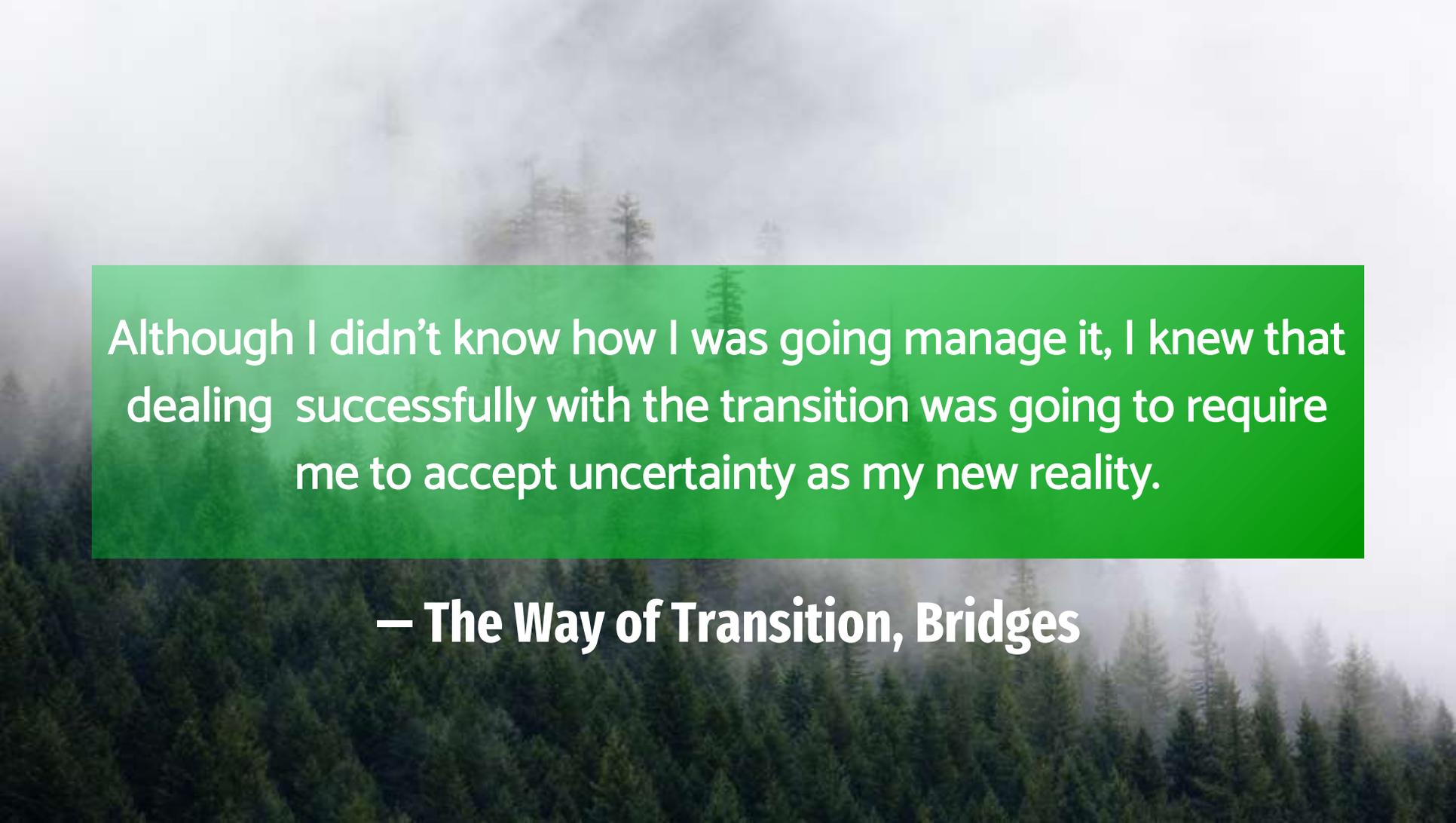
A hiker wearing a red jacket, black cap, and a large backpack stands on the edge of a dark, rocky cliff. The hiker is looking out over a vast, misty landscape with rolling hills and valleys. The sky is overcast and grey. The word "UNCERTAINTY" is overlaid in large, bold, green capital letters across the center of the image.

UNCERTAINTY

Uncertainty: Fertile Ground for Creativity

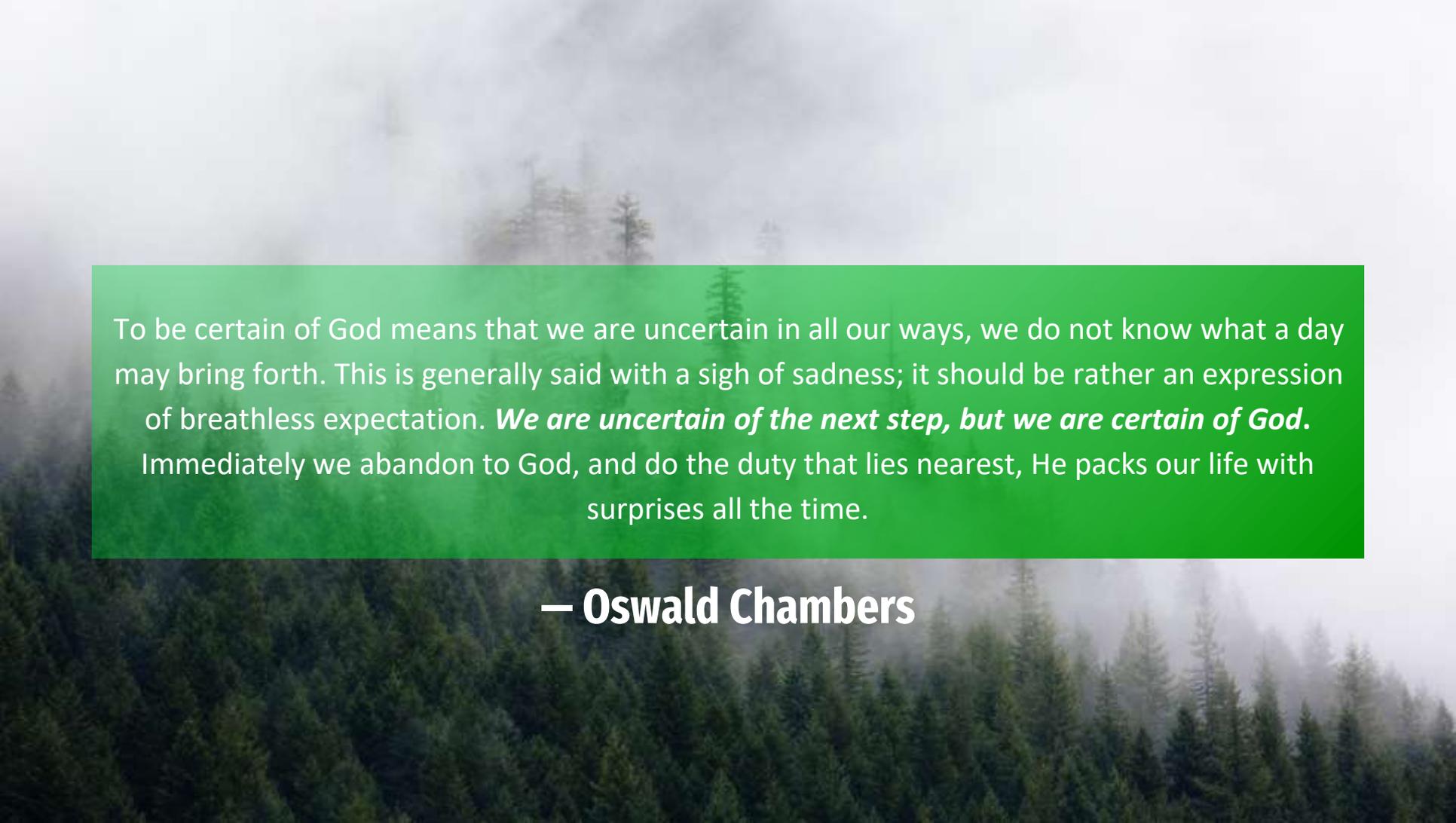
We get mixed signals, some from our old way of being and some from a way of being that is still unclear to us. Nothing feels solid. Everything is up for grabs. Yet for that very reason, it is a time when we sometimes feel that anything is possible. So the in-between time can be a very creative time too.

— **The Way of Transition, Bridges**

A misty forest landscape with a green text box. The background shows a dense forest of evergreen trees under a thick layer of fog or mist. A solid green rectangular box is overlaid on the upper half of the image, containing white text.

Although I didn't know how I was going manage it, I knew that dealing successfully with the transition was going to require me to accept uncertainty as my new reality.

— The Way of Transition, Bridges

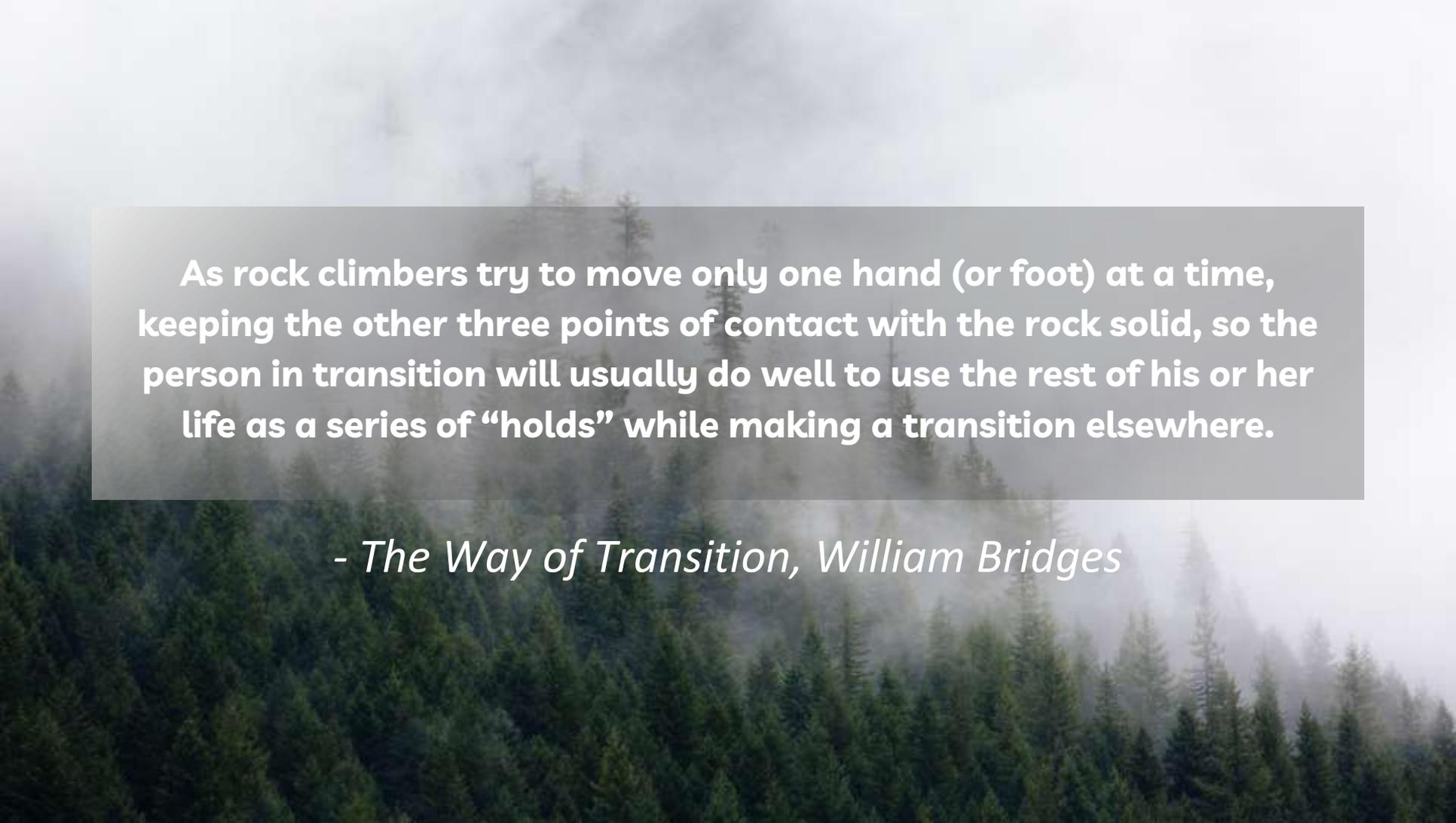
A misty forest scene with a green text box. The background shows a dense forest of evergreen trees, with a thick layer of mist or fog hanging over the tops of the trees. The lighting is soft and diffused, creating a serene and somewhat somber atmosphere. A solid green rectangular box is overlaid on the center of the image, containing white text.

To be certain of God means that we are uncertain in all our ways, we do not know what a day may bring forth. This is generally said with a sigh of sadness; it should be rather an expression of breathless expectation. *We are uncertain of the next step, but we are certain of God.* Immediately we abandon to God, and do the duty that lies nearest, He packs our life with surprises all the time.

— Oswald Chambers

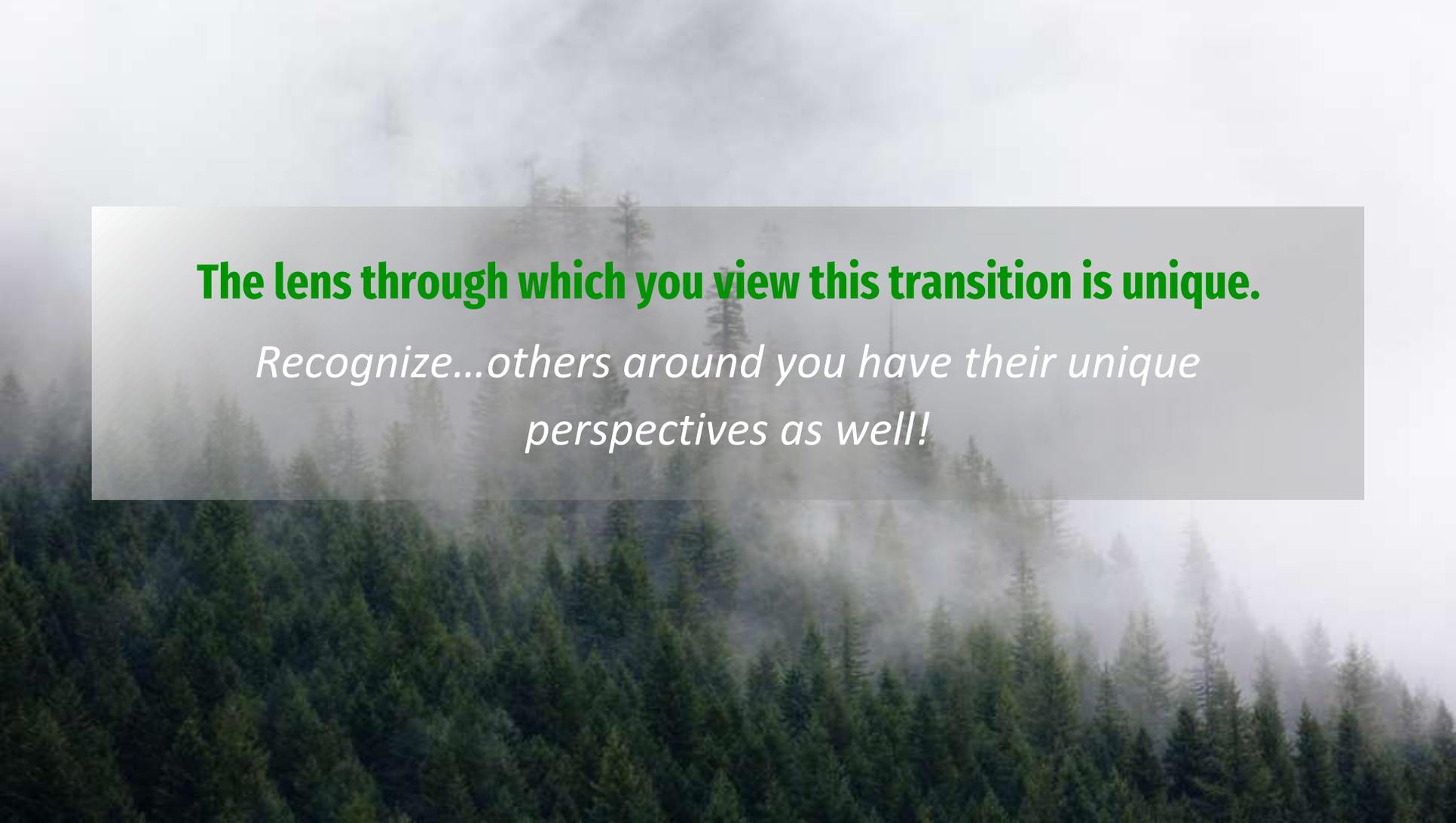
A hiker wearing a red jacket, black cap, and a large backpack stands on the edge of a dark, jagged rock formation. The hiker is looking out over a vast, misty landscape with rolling hills and valleys in the distance. The sky is overcast and grey. The word "INSTABILITY" is overlaid in large, bold, green capital letters across the center of the image.

INSTABILITY

A misty forest landscape with a semi-transparent text box. The background shows a dense forest of evergreen trees, with a thick layer of mist or fog obscuring the upper parts of the trees and the sky. The text is centered within a dark, semi-transparent rectangular box.

As rock climbers try to move only one hand (or foot) at a time, keeping the other three points of contact with the rock solid, so the person in transition will usually do well to use the rest of his or her life as a series of “holds” while making a transition elsewhere.

- The Way of Transition, William Bridges

A photograph of a dense evergreen forest on a hillside, shrouded in a thick mist or fog. The trees are dark green and densely packed. The background is a pale, hazy white, creating a sense of depth and atmosphere. A semi-transparent grey rectangular box is overlaid on the upper portion of the image, containing text.

The lens through which you view this transition is unique.

Recognize...others around you have their unique perspectives as well!

A misty forest landscape with a semi-transparent text box. The background shows a dense forest of evergreen trees, with a thick layer of mist or fog obscuring the upper parts of the trees and the sky. The text is centered within a light gray rectangular area that has a slight gradient from left to right.

TRANSITION RESOLUTION

Redefine what it means to be certain.

PART TWO



LET'S TALK EXPECTATIONS

*Recommended Resource:
Expectations and Burnout by Sue Eenigenburg and Robynn Bliss, 2010*



Where do expectations come from?

Me

My Company

My Community

My Host Culture

God



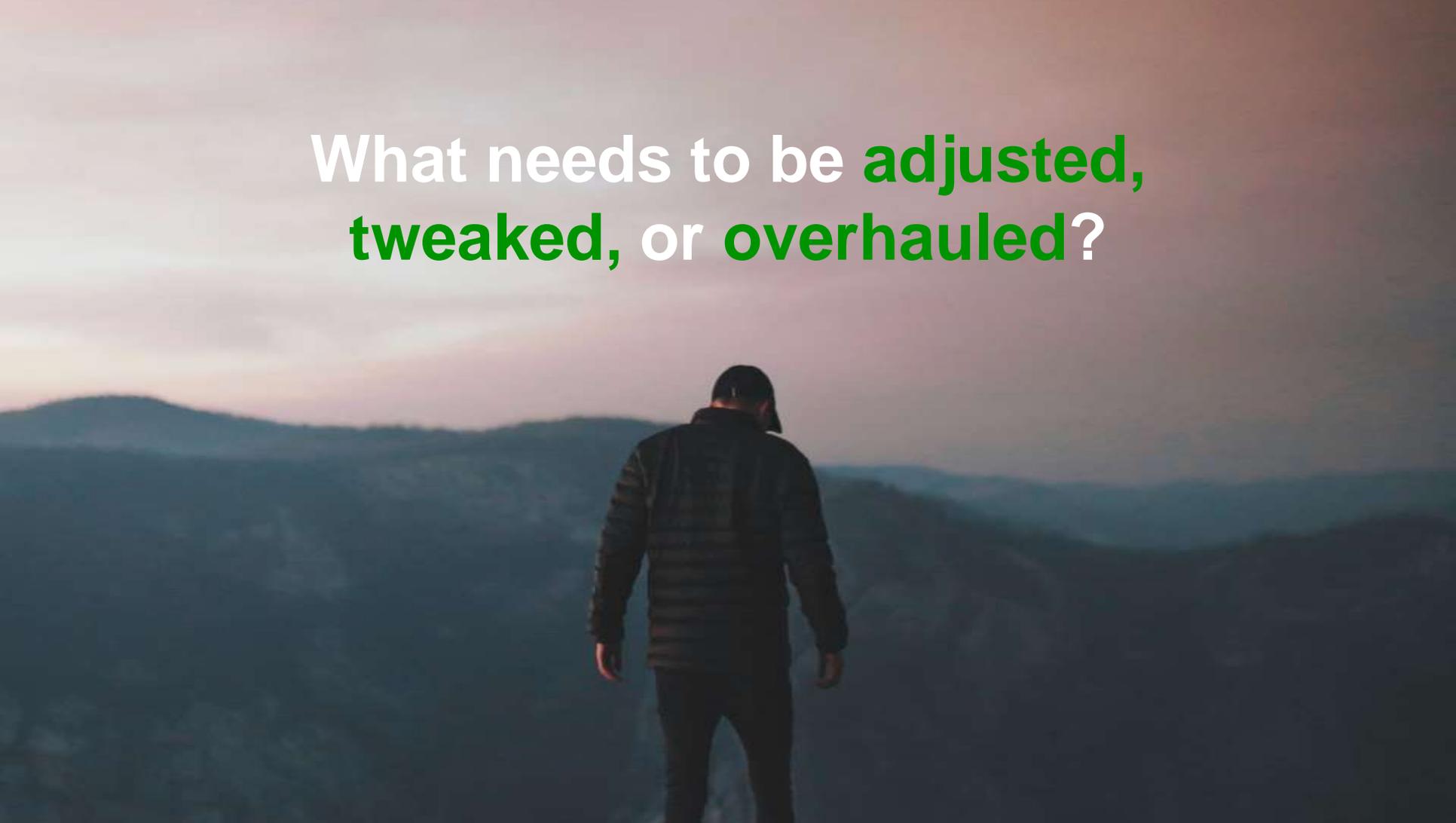
What needs to be
communicated and to **whom**?



What is the correlation
between **expectations** and
burnout?



What needs to be **adjusted,**
tweaked, or **overhauled?**



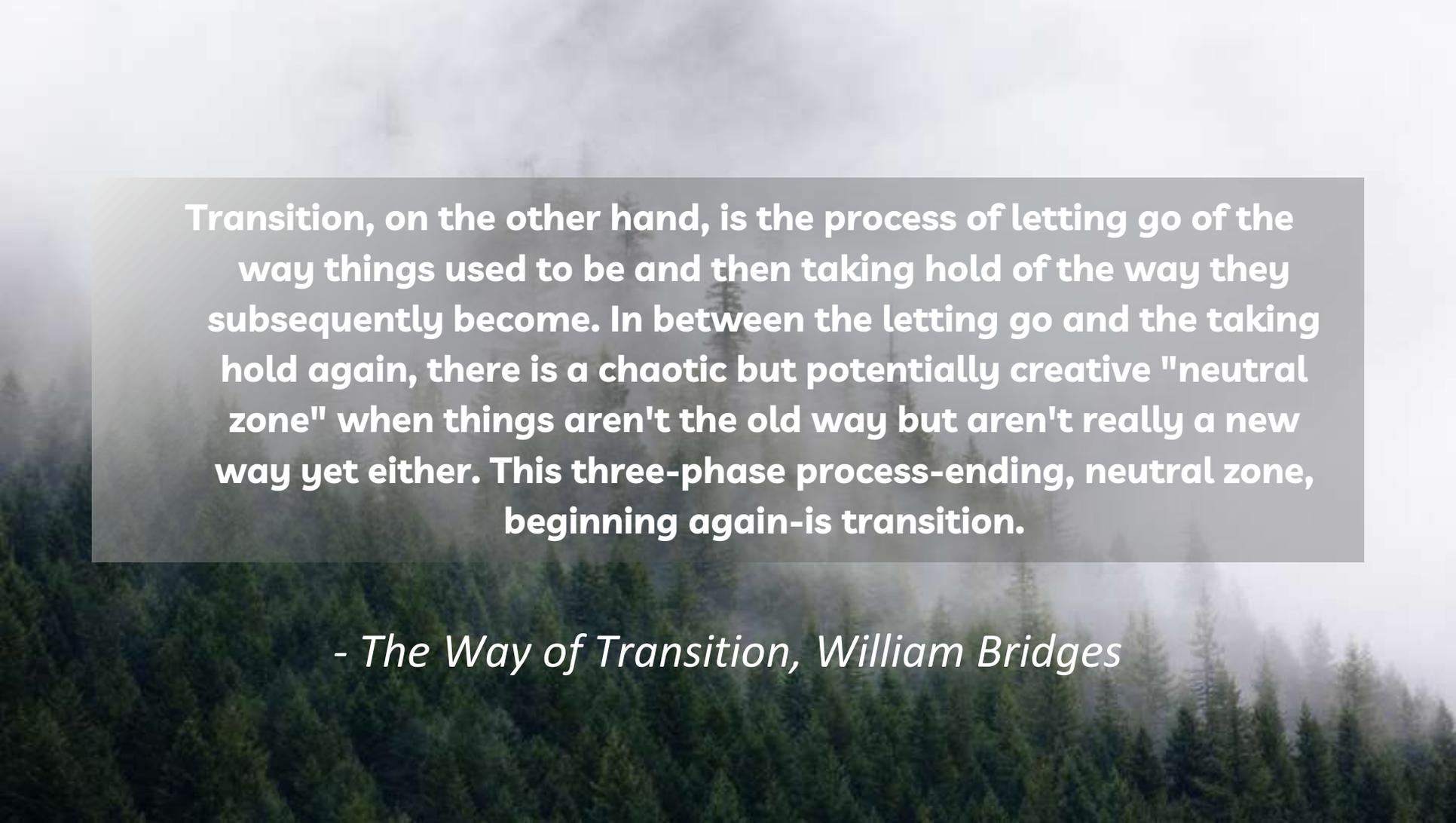
**Transition Resolution: Visit
and re-visit your expectations**



PART THREE

THE WORK OF TRANSITION

A hiker with a backpack is walking on a dirt trail on a grassy mountain slope. The hiker is seen from behind, looking out over a vast, hazy mountain range under a clear sky. The foreground is a mix of green grass and brownish soil. The background shows multiple layers of mountain ridges, with the furthest ones appearing very hazy. The overall scene conveys a sense of journey and exploration in a natural, mountainous environment.

A misty forest landscape with tall evergreen trees and a grey semi-transparent text box. The text is white and centered within the box. The background shows a dense forest of evergreen trees under a hazy, overcast sky.

Transition, on the other hand, is the process of letting go of the way things used to be and then taking hold of the way they subsequently become. In between the letting go and the taking hold again, there is a chaotic but potentially creative "neutral zone" when things aren't the old way but aren't really a new way yet either. This three-phase process—ending, neutral zone, beginning again—is transition.

- The Way of Transition, William Bridges

Transition

- Often requires a shift in energy expenditure
- Contains opportunities for new beginnings
- A place where God is always at work



The Outward Components of Transition

- **Planning**
- **Preparing**
- **Closure**
- **Doing**
- **Examining Expectations**
- **RAFT and CABIN**

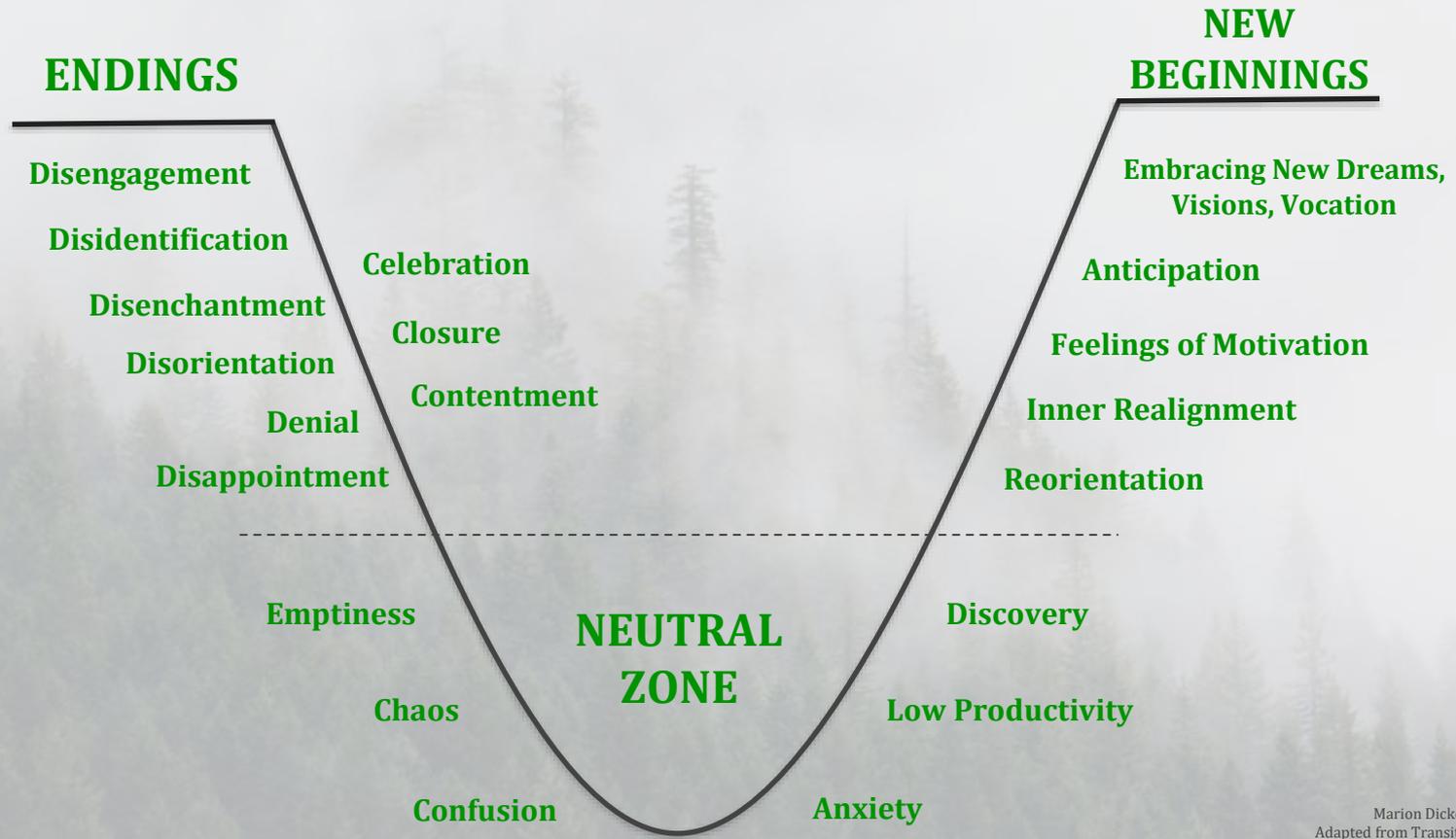


The Inward Components of Transition

- Rest
- Reflection
- Forgiveness
- Grieving Losses
- Capturing Insights
- Values Clarification
- Celebrating Victories
- Identity, Purpose, and Calling



The Transition Curve



Some Issues Commonly Addressed in Transition

- Identity
- Purpose
- Default Behaviors
- Values
- Wholeness
- Trust Issues
- Character Issues



Deciding What Matters **Now**

Glass and Rubber Balls





Build a RAFT

Reconciliation
Affirmation
Farewells
Think Destination

The RAFT model is from *Third Culture Kids: Growing Up Among Worlds*, by David C. Pollock, Ruth E. Van Reken, and Michael V. Pollock (3rd ed), Nicholas Brealey Publishing, 2017.



Build a Cabin

Count the cost
Acknowledge the losses
Bless those who leave
Invest in your community
Nest...stay well

*Adapted from a blog post by P. Stallings.
<https://velvetashes.com/build-your-cabin/>, May 28, 2015.

PART FOUR

REFLECTION & WRAP-UP



What if...

*...this current transition you
are in was specifically for you?*

What might God be up to?

What's His invitation to you?





Transition Reflection Questions

- **What season of transition Am I currently in?**
- **What if I honored His ways instead of demanded my own?**
- **What if I made intentional choices to live according to my desires rather than my default behaviors?**
- **What if I trusted Him to provide everything I needed for life and godliness in this exhausting process of getting from shore to shore?**
- **What if I decided what I want to be true about me when I emerge on the other side and cooperated with God as He makes me into that person?**
- **Do I see transition as chaos or opportunity for transformation? Which one has been my go-to paradigm?**



Resources for Transition

Transitions Resource Packet:

<https://encompasslifecoaching.podia.com/transitions-resource-packet?coupon=TRPFREE>

Needs and Values Clarity Session: <https://encompasslifecoaching.podia.com/need-and-values-assessment-and-coaching-call>

1:1 Transitions Coaching: <https://www.encompasslifecoaching.com/schedule-life-coach-call>

Tools for Transition Men's Retreat – May 20—22 in Lake Tahoe, CA. Learn more here: <https://www.encompasslifecoaching.com/mens-retreat>

Virtual Tools for Transition Retreat, Dates TBA. Join the wait list: <https://mailchi.mp/cd49a63e4295/bmqhci8znl>

Subscribe to the Navigate Podcast: <https://www.encompasslifecoaching.com/podcast>