

Managing Transitions Reflection Tool

This reflection tool is based on William Bridges' Managing Transitions model, which emphasizes that change is situational, but transition is psychological.

List at least 5 changes you are currently experiencing:

- 1.
- 2.
- 3.
- 4.
- 5.

1. Ending

The Ending phase involves letting go of the old ways and identities. It is a time of loss, resistance, and uncertainty. Leaders must acknowledge what is ending and help others do the same.

- What am I or my team being asked to let go of?

- What emotions are present for me and others during this ending?

- How can I honor the past while moving forward?

2. Neutral Zone

The Neutral Zone is the in-between phase where the old is gone but the new is not fully operational. It is a time of ambiguity, creativity, and realignment. Leaders must provide support and clarity during this phase.

- What uncertainties or challenges am I facing in this transition?
- What opportunities for innovation or improvement exist in this phase?
- How can I support my team through ambiguity and change?

3. New Beginning

The New Beginning marks the acceptance of the new reality and the start of new behaviors and identities. It is a time of energy, purpose, and commitment. Leaders must articulate the vision and model the new way forward.

- What is the new vision or direction I am embracing?
- What new behaviors or mindsets are required of me?
- How will I communicate and reinforce this new beginning with my team?