Navigating Change and Transition

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### Bridges Transition Model

<table>
<thead>
<tr>
<th>ENDINGS</th>
<th>NEUTRAL ZONE</th>
<th>BEGINNINGS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Disengagement</td>
<td>Emptiness</td>
<td>Inner Signals</td>
</tr>
<tr>
<td>Dismantling</td>
<td>Surrender</td>
<td>Identity of new self</td>
</tr>
<tr>
<td>Disidentification</td>
<td>Unshaped by purpose</td>
<td>Process</td>
</tr>
<tr>
<td>Disenchantment</td>
<td>New version of life</td>
<td></td>
</tr>
<tr>
<td>Disorientation</td>
<td>Reorientation</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Realignment</td>
<td></td>
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</tbody>
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Six Keys to Effectively Manage Your Change

1. Be aware of likely reactions and phases
2. Plan; break things down into small steps
3. Examine previous changes and transitions
   ▸ What actions did you take that worked well?
   ▸ What didn’t?
   ▸ What to avoid?
4. Build a safe, open environment of support
   ▸ Learn to experience, express and process feelings
5. Environment
   • Not everyone you know is appropriate
   • Must accept you without judgment or agenda
6. Occasionally take a time out
   • Take stock of where you are
   • Notice what you have accomplished

■ Change is a constant - get the right attitude
   ▸ Feelings and obstacles can be an opportunity
   ▸ Develop coping skills
     • Self soothing (nondestructive)
     • Communicating
     • Positive attitude
     • Healthy relationships
     • Physical activities
National Spasmodic Dysphonia Association

DYSPHONIA.ORG