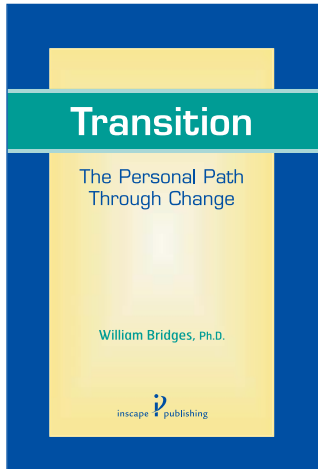


# TRANSITION

## THE PERSONAL PATH THROUGH CHANGE



### Transition – The Personal Path Through Change

- DiSC®
- Change Management
- Coaching
- Communication
- Customer Service
- Sales
- Diversity
- Leadership
- Management Development
- Teams
- Time Management

#### MANAGING THE HUMAN SIDE OF CHANGE

Change happens. It can be a negative change, like the loss of a job. Or a positive change, such as a relocation that offers new opportunities. Either way, many employees have trouble moving from the comfort of the familiar through the uncertainty of change toward a new beginning. Fortunately, there's a learning process to help them on their journey. Based on a structured three-stage process developed by William Bridges, Ph.D., *Transition – The Personal Path Through Change* integrates the insights of DiSC® to help employees find the most personally effective way of moving through transition.

#### CREATE A POSITIVE OUTCOME FOR EMPLOYEES AND YOUR ORGANIZATION

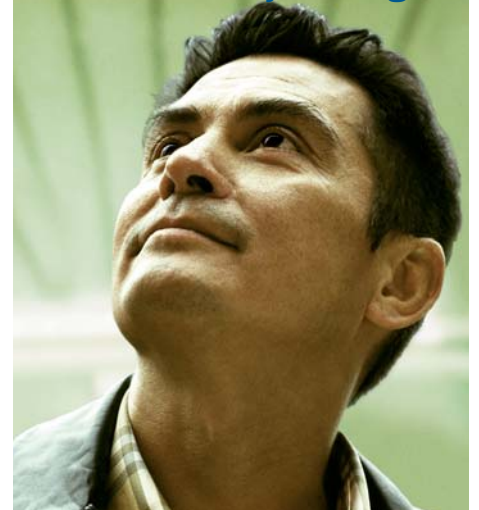
*Transition – The Personal Path Through Change* is a personal learning guide that helps employees through the emotional transition from “what was” to “what will be.” The benefits of *Transition* include a faster, smoother journey from frustrating resistance to fulfilling engagement. For your organization, the benefits are even more tangible: higher employee productivity, greater adaptability, and improved innovation during times of change.



#### INSCAPE PUBLISHING

The power to transform individuals, teams, organizations. Inscape pioneered the original DiSC® learning instrument over three decades ago. Today, we continue to create innovative products and services that inspire, energize, and empower individuals. Available in 21 languages in over 40 countries, our extensively researched, time-tested resources create the opportunity for transformational experiences. We have helped more than 40 million people develop a deeper understanding of themselves and their relationships, discover their full potential, and realize greater success.

**INSIGHT**  
is everything



## BRIDGES' TRANSITION MODEL

Transition is the gradual, psychological process that we undergo in response to changes that occur in the world around us. Dr. William Bridges defines three guideposts on the path to successful transition: Endings, The Neutral Zone, and New Beginnings.

**Phase 1: Endings.** Every transition begins with an ending, a loss. When things change, people leave behind the way things were — and the way they were in the previous situation. They may be left searching for a new way to define themselves.

**Phase 2: The Neutral Zone.** The neutral zone is a confusing in-between state, when people are no longer who and where they were, but are not yet who and where they're going to be. Although the neutral zone can be distressing, it also provides many opportunities for creative transformation.

**Phase 3: New Beginnings.** A new beginning can only happen after people have let go of the past and spent some time in the neutral zone. In this phase, people accept the reality of the change and start to identify with their new situation.

## TAP INTO A POWERFUL RESOURCE FOR CHANGE MANAGEMENT

*Transition — The Personal Path Through Change* is an effective learning tool that:

- actively engages people in responding to change
- introduces a practical, guided process for moving through the three phases of transition
- offers a user-friendly, interactive workbook format that personalizes learning
- incorporates DiSC<sup>®</sup>, a proven approach to understanding emotions and behavior in changing situations

## ABOUT THE AUTHOR

William Bridges, Ph.D., the author of several best-selling books, is one of the most widely read and quoted experts on transition in the workplace.

