



Transition Map

Finding your way through a period of change

A change can happen in a day: a new job, a move, the end of a course. The transition, the inner process of adjusting to it, usually takes longer, even when the change was your choice. This worksheet helps you see where you are in that process and what might help you move forward.

The three phases

Ending	Something is over: a role, a routine, a way of seeing yourself. Before starting again, you need to recognise what you are leaving behind.
Neutral zone	The old is gone and the new is not yet clear. It can feel confusing or unproductive, but it is often where new ideas and directions take shape.
New beginning	You start to feel at home in the new situation, with new habits, a new role and a renewed sense of direction.

Before you start

- The phases are not tidy steps. You can be in more than one at the same time, and move back and forth.
- There is no right speed, and no need to rush through the neutral zone.
- Use this worksheet for changes in work, study or everyday life. If you are going through a painful loss, such as a bereavement or the end of a relationship, please consider speaking to a qualified professional.

The three phases are based on the model described by William Bridges in *Transitions: Making Sense of Life's Changes* (1980).



Where am I?

The change I am going through: _____

It started (roughly): _____ Did I choose it? yes / partly / no

Mark an X above the bar where you feel you are today.

Ending letting go	Neutral zone in between	New beginning starting again
the change happens		
time		

Which of these sound like you right now? Tick all that apply.

Ending

- ☐ I often think about how things used to be.
- ☐ I miss parts of my old situation, even ones I did not particularly like.
- ☐ I am not yet sure who I am without my old role or routine.

Neutral zone

- ☐ I know what is over, but not yet what comes next.
- ☐ I feel less productive or less sure of myself than usual.
- ☐ I am impatient to have everything figured out.

New beginning

- ☐ I have started to feel at home in the new situation.
- ☐ I have new habits or routines that feel like mine.
- ☐ I can see where I want to go from here.



Questions for each phase

Answer the questions for the phase you are in now. You can come back to the others later.

Ending

What exactly has ended? Be specific.

What am I leaving behind, and what can I take with me?

Neutral zone

What am I noticing about myself in this in-between time?

What small experiment could I try, without committing to anything yet?

Who could I talk to about this?

New beginning

What first signs of the new situation am I noticing?

What is one step that would help me commit to it?

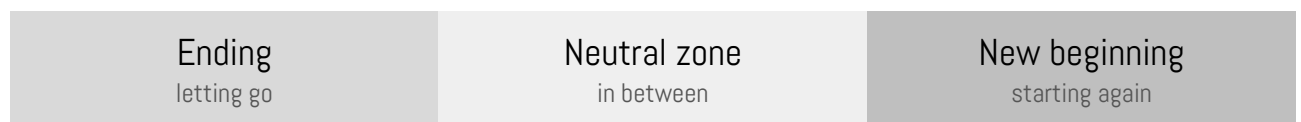


An example

Davide, 45, left a large company to join a small one. It was his choice, and he is glad he made it. Yet after three months he still feels unsettled, and he does not understand why.

Davide, after three months

X



the change happens

time

Ending	What ended was not just a job but a role: he was the person who knew everyone and how everything worked. He leaves that behind, but takes with him his expertise and his contacts.
Neutral zone	In the new company nothing is written down, and he often does not know who to ask. He notices that he is impatient to feel competent again. His experiment: a coffee with each colleague in the next two weeks, to understand how things really work.
New beginning	A first sign: last week a colleague asked for his opinion on a client. His next step: offering to organise the onboarding of the next new hire, something he knows how to do well.

Seeing that he is in the neutral zone, and that this is a normal part of a chosen change, took away some of the pressure. His unease was not a sign that he had made the wrong choice.

Coaching is not a substitute for professional help. If a change is causing you significant distress, please speak to a qualified professional.