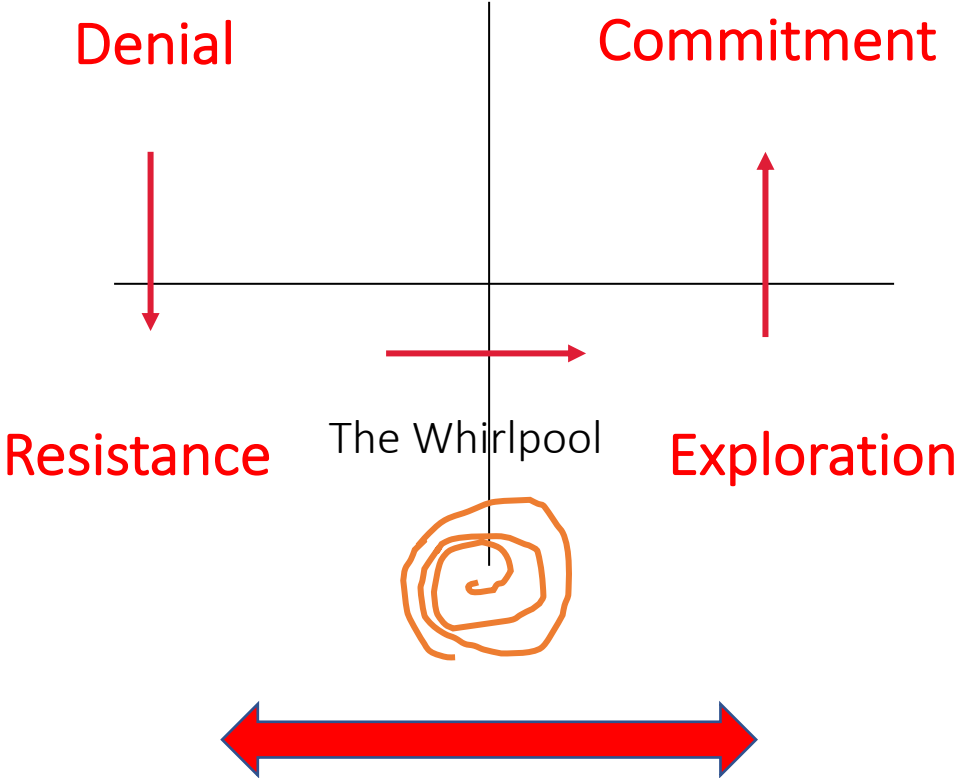


# Really disruptive and unwelcome change usually results in some combination of these 4 C's...

Loss of...

- **Confidence** (in self and/or organisation/institutions)
- **Competence** (self doubt around skills and performance or because distress interferes with actual performance)
- **Comfort**
- **Control**

# The Transition Grid – Scott & Jaffe



# Useful Tips

- Practise self-compassion. Give yourself permission to grieve. It's normal and human.
- Revisit the Scott & Jaffe framework to know what to expect
- Expect to cycle between Resistance and Exploration at times
- Practise checking in on and describing your feelings so you know where you're at. Better out than in!
- Practise listening to your self-talk and re-writing the stuff that doesn't serve you
- Limit negative inputs e.g. the news especially on 'bad days'
- Ask: "What can I control?" and pursue it
- Put boundaries around "well-meaning" *unhelpful* help
- Do not be shy to ask for constructive support. It's not weak. It's smart. "Helpful help" normalises your experience, reduces isolation, sparks creative strategies and sometimes takes you out of yourself
- Don't wait for willpower. It's about discipline (including good habits)
- Rewrite your story from "trying to get back to before" to "getting on with your best life now".

