



COPING WITH TRANSITION: BUILDING RESILIENCE IN TIMES OF CHANGE

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INTRODUCTION

Transitions can be a challenging experience, especially during times of organizational upheaval. Whether you're navigating restructuring, a change in leadership, or shifts in your role, transitions can stir up uncertainty, discomfort, and even resistance.

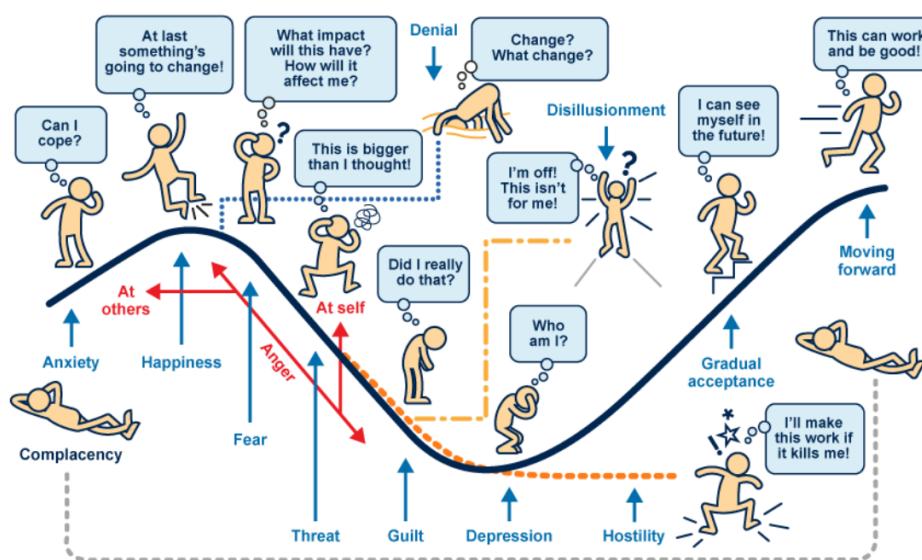
Understanding the process of transition, recognizing its emotional stages, and learning how to manage them effectively can help you move forward with confidence and resilience.

UNDERSTANDING THE TRANSITION CYCLE

Transition is rarely a simple process. It often includes multiple stages, each with its own challenges and emotions. Two common models illustrate how individuals typically move through these stages:

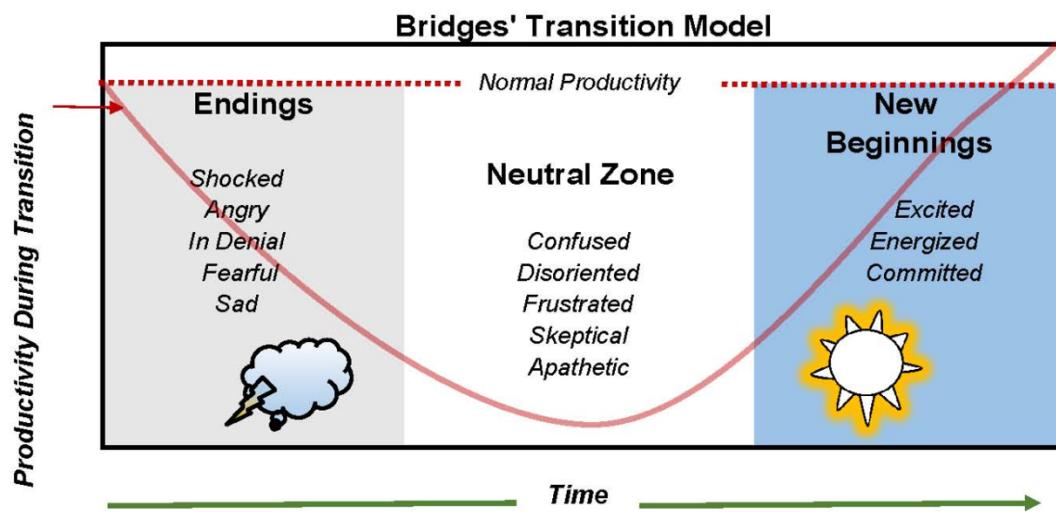
The Change Curve

Often referred to as the "emotional rollercoaster," this model reflects the common emotional responses during change, ranging from anxiety and denial to eventual acceptance and enthusiasm.



The Bridges Transition Model

This model emphasizes the psychological journey of moving through Endings, Neutral Zone, and New Beginnings. It reminds us that productivity often dips during transitions, but it is possible to regain energy and enthusiasm as we move into the “New Beginnings” stage



PRACTICAL STRATEGIES FOR NAVIGATING TRANSITION

1. Acknowledge the Emotional Journey

Transitions often bring a mix of emotions, from initial shock, denial, anxiety or anger to later energy and acceptance. Recognizing where you are in this cycle right now is the first step in managing your emotional response. Practice self-awareness and allow yourself to feel the emotions without judgment and pressure.

2. Focus on What You Can Control

During times of uncertainty, it's easy to become overwhelmed by what is beyond your control. Focus on actions you can take, no matter how small they may seem. Whether

it's setting boundaries, organizing your workspace, or taking time for self-care, these actions can help restore a sense of control and reduce stress.

3. Create Stability with Routines

One of the most powerful tools during transitions is establishing routine. Predictable routines—whether in your workday or in personal habits—can bring comfort and provide a grounding force amid the chaos of change. Aim for consistent sleep patterns, regular breaks, and small rituals that nurture your wellbeing.

4. Stay Connected and Seek Support

Transitions can feel isolating, especially in times of organizational upheaval and it can be very helpful to reach out to colleagues, mentors, or friends for support. Engaging with others can provide much-needed perspective, reassurance, and encouragement.

5. Cultivate a Growth Mindset

Viewing transitions as opportunities for personal growth can help shift your perspective. Ask yourself: How can this change strengthen my skills? What new opportunities might arise from this experience? Embracing change can lead to unexpected growth.

REFLECTION AND ACTION PLANNING

Consider these questions to help you navigate your current transition:

1. Which stage of the transition cycle do you find yourself in (Endings, Neutral Zone, or New Beginnings)?
2. What emotional responses are you experiencing, and how can you manage them?
3. What are some small actions you can take today to create a sense of stability?
4. How can you support others around you who may also be navigating transition?

Taking time to reflect on these questions can help you identify practical steps to regain focus and build resilience during this period of change.

ABOUT KONTERRA

At KonTerra, we specialize in supporting clients that operate in complex and high-stress environments where organizations and their staff face difficult challenges.

When staff work in high-pressure roles or locations with elevated exposure to threat, suffering, graphic content, or conflict, they are at risk of experiencing overload, attrition, and stress reactions such as burnout. The KonTerra Group works directly with individuals, leaders, and teams to equip them with tools to better understand and manage the challenges they face.

Providing support in a meaningful way is only possible with the right people. The experience and sensitivity of our counselors, trainers, and coaches allows us to work with clients in a way that is unique. Our specialists all share two attributes which equip them to deliver excellent support: all are veteran mental health clinicians (master's or doctoral-level); and experienced supporting staff in high-stress and high-stakes environments and roles.



Services delivered by our uniquely positioned professionals include:

1. Individual Counseling and Coaching
2. Virtual and Onsite Training and Educational Events
3. Staff Wellbeing Assessments
4. Manager Support and Consultations for Organizations and Leaders
5. Critical Incident Response Services

If you are interested in learning more about any of the above services, please contact your KonTerra Account Manager or email: info@konterragroup.net.