

## Walking with people in transition



**TIM AUSTIN, MA, PCC**  
Encompass Life Coaching



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## Developmental Factors

- Stages of Life
- Identity/Purpose
- Single/Married
- Kids/Teens/College
- Sandwich Generation
- Empty Nesting
- Aging & Retirement
- Shifting Values
- Limiting beliefs

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## The 6 Pillars of Transition

- Psychological
- Purpose
- Personal
- Physical
- Parting and Passing
- Professional

"Some people fight transition all the way and bewail their fate, while others come to recognize that letting go is not defeat—that it may, in fact, be the start of a whole new and rewarding phase of their lives."

-William Bridges, *The Way Of Transition: Embracing Life's Most Difficult Moments*

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## Psychological Transitions

- Limiting beliefs, self-doubts
- Growth mindset vs. stagnation
- Expectations
- Self-awareness
- What are the layers of transition?
- What are the identities attached to those layers?
- Inward management

What are some ways we can walk with people through psychological transitions?

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## Purpose Transitions

- Stagnation
- Feeling stuck
- Lack of clarity
- Self-doubts
- Identity
- Low energy/productivity
- Lack of motivation

What are some ways we can walk with people through purpose transitions?

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## Personal Transitions

- Personal fears
- Identity
- Discernment
- Listening to themselves
- Asking the right questions
- Logistics
- Practical Needs

What are some ways we can walk with people through personal transitions?

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## Physical Transitions

- Endings
- Overwhelm
- Aging
- Generativity versus Stagnation
- Reframing Endings
- Lack of Purpose

What are some ways we can walk with people through physical transitions?

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## Parting & Passing Transitions

- Goodbyes
- Endings
- Stages of Grief
- Loss
- Leaving Well
- Relational Challenges/estrangement

What are some ways we can walk with people through parting and passing transitions?

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## Professional Transitions

- Internal Conflict
- Retirement
- Lack of guidance/direction
- Overwhelm
- Exploration and Experimentation
- Engaging Curiosity
- Stepping out of Comfort Zone

What are some ways we can walk with people through professional transitions?

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## The Triple Threats of Transition

- Self/Identity – How does this impact how I see myself?
- Family/inner circle – How will my family and friends react to this change?
- Community/Society – What societal/community norms or blocks may threaten my choice?

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## Identity and the 3 Lies

- I am what I have
- I am what I do
- I am what other people say about me

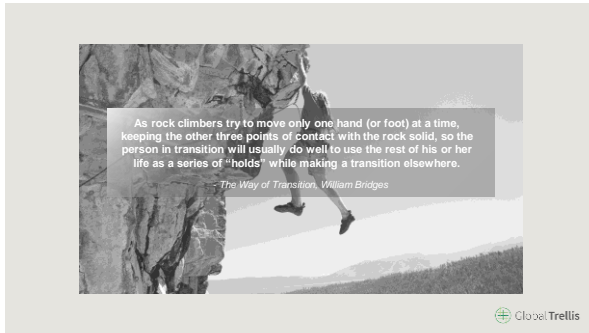
Henry Nouwen, <https://www.youtube.com/watch?v=dWmeQ8oKRVE>  
<https://ift.zo/zp9z8f>

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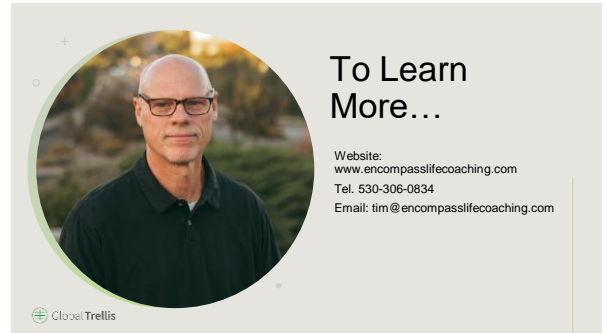
I have taken thousands of people across [the river], and to all of them my river has been nothing but a hindrance on their journey. They have traveled for money and business, to weddings and on pilgrimages; the river has been in their way and the ferry man was there to take them quickly across the obstacle. However, amongst the thousands there have been a few, four or five, to whom the river was not an obstacle. They have heard its voice and listened to it, and the river has become holy to them, as it has to me.

— Siddhartha, Herman Hesse

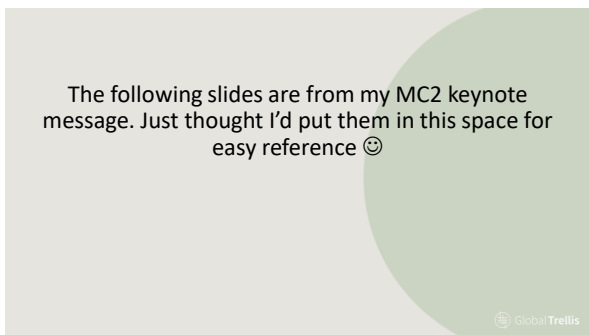
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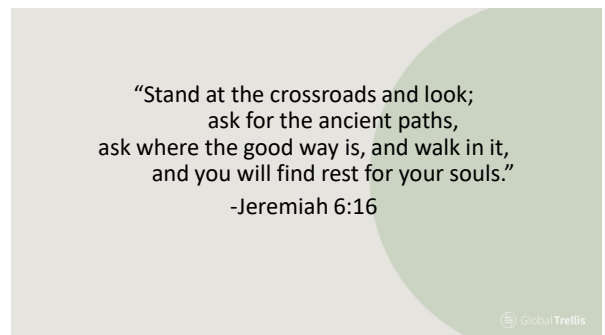
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## Transitions and Triple Threats

- **Self** – Fear of who you will become once you transition into something else.
- **Relationships** – Fear of how your transition will affect those closest to you.
- **Community/Societal Norms** – Fear about the possible judgement this transition will evoke in your wider circles or culture.

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## Transitions and Overstories

- **Self/Identity** – How does this impact how I see myself?
- **Family/inner circle** – How will my family and friends react to this change?
- **Community/Society** – What societal/community norms or blocks may threaten my choice?

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## Example:

I can't leave the field because I could never imagine myself not being a missionary (**self/identity**), my team would never understand (**relationships**), and I would feel judged by my supporting church (**community**).

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## Transitions, Identity and the 3 Lies

- I am what I have
- I am what I do
- I am what other people say about me

Henry Nouwen <https://www.youtube.com/watch?v=0meG8cKRVE>  
<https://fb.gv/9vq48>

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Kyle



Amanda



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What does developmental care look like for Kyle and Amanda?

How do we address problems?

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## Holistic Developmental Care Overstories

1. Know your self (Who Am I Really?)
2. Face your fears (What's holding me back?)
3. Define what matters (What are my Big Rocks?)
4. Engage a discovery process (What's the invitation here?)

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