

Transitions & Transformations: A Career Coach E-Newsletter
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Transitioning through the life cycle provides challenges and opportunities and this is especially true for **mid-career adults**. The greatest opportunities for learning occur during a time of transition. Some common transition points include personal changes, career or financial changes, loss of a relationship or a new relationship, and inner changes. In any transition there is an ending, a period of confusion and finally a new beginning

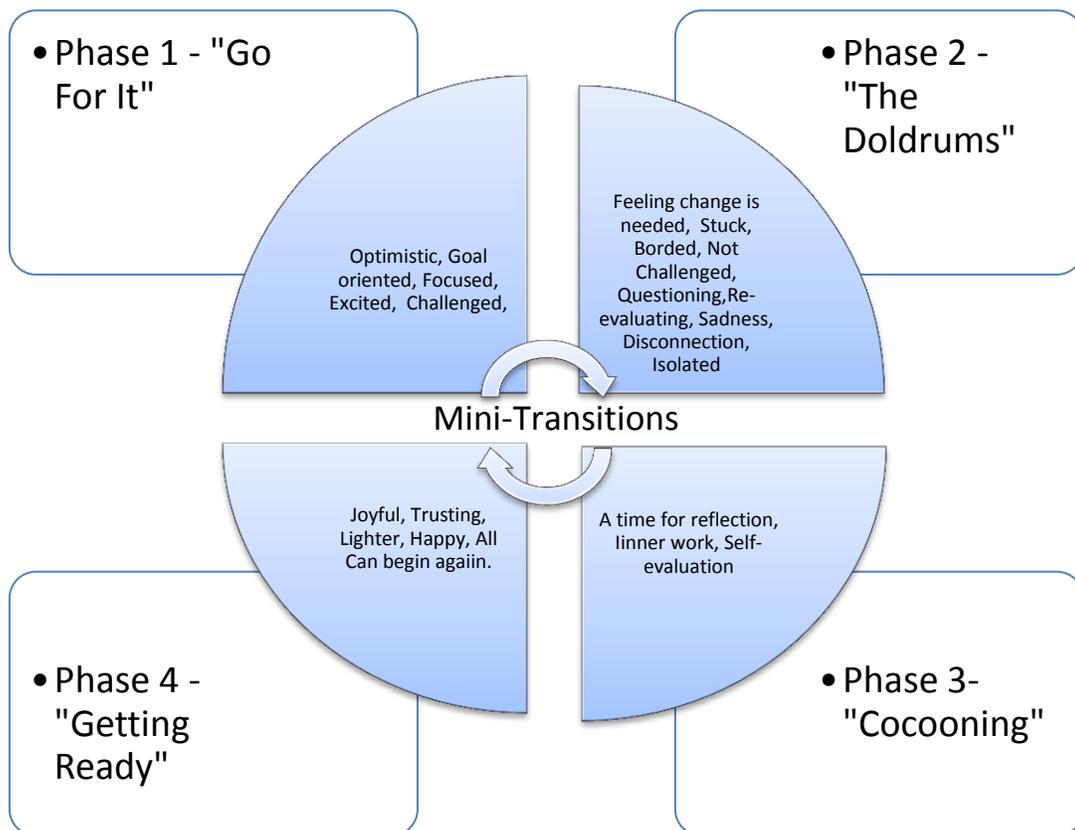
Frederic Hudson & Pamela McLean in their book *Life Launch: A Passionate Guide to the Rest of Your Life* introduces a useful framework for understanding life's changes and transitions. This renewal cycle is something that occurs over and over during the life span and includes four basic phases (See chart, below).

When in the process of exploring a career change, we often search externally for answers to see what might be the latest career trends or, what might in practical in our current life phase. Looking inward (self-reflection) should be # 1. **You are your best asset and it's time to invest in yourself . . . you deserve it!** Remember authentic and lasting change comes from within.

THE CYCLE OF RENEWAL: A CHART FOR SELF & CAREER RENEWAL

The Cycle of Change and Renewal

(Frederic Hudson & Pamela McLean in their book *Life Launch: A Passionate Guide to the Rest of Your Life*)



- **Phase 1 “Go For It”** You’re in a world that works for you right now. You’re working toward goals, creating new possibilities, you’re optimistic and achieving success. There is a sense of stability. In working with clients, coaches provide guidance in working toward goals and emphasize motivation.

Client Experience: High energy, self-confidence, is courageous in taking on challenging work, accomplishing, competitive, feels focused, directed and fulfilled.

Client Activities: Actively training to meet new demands, time management important (includes time off for self-care), involved in key professional organizations, is working towards a plan and vision fulfillment, making critical decisions and managing stress.

- **Phase 2 “The Doldrums”** Feeling disenchanting, bored, stuck and restless. You may be thinking “Is this all there is?” A career may have become obsolete. Often times, this is a point where the life chapter ends with a *mini-transition** and you realize you need a career tune-up . . . it’s a wake-up call. Coaches assist with exploring a new direction by designing an exit plan and helping clients through a *mini-transition* or *life transition*. When people complete a min-transition they return to the “Go for it!” phase. Otherwise, they may choose a deeper life reflection to embark on a *life transition*.

Client Experience: Feelings of being stuck and unhappy, pain, anger and being trapped.

Client Activities: Develop an exit plan, exploration of values, seeking new employment opportunities, engaged in training during free time, may consider and engage in counseling or therapy, renew or build or expand their network.

*A Mini-Transition includes a revision to correct and improve the life chapter one is in. It can include moving to a different city, changing jobs, returning to school; improving what exists.

- **Phase 3 “Cocooning”** If the choice is to engage in a deeper life reflection, one has entered the cocooning phase. At this point an individual is willing to make a major separation from the life chapter that is not working and works toward creating a new life chapter. It is a time for major reflection . . . to discover a new direction in life that renews and revitalizes. Think of this phase as the process of designing a new and exciting next life journey.

Client Experience: Introspective exploring, loneliness, relief, inner confidence, and a growing sense of quiet excitement; restructuring needed.

Client Activities: Training in a new area of interest, use of journaling for inner reflection, meditation, engaging in therapy, traveling or taking on new interests or hobbies like art classes.

- ***Phase 4 “Getting Ready”*** is the fourth phase. The individual moves out of “cocooning” and back into the “Go for It!” phase where the cycle begins once again.

Client Experience: Testing the waters, creativity, excitement, joy, trust, increased energy, enthusiasm and curiosity.

Client Activities: Career search, pursuit of a new degree, exploration of options, travel, new interests; experimenting, designing and launching a new life chapter.

How can coaching support you through the cycle of renewal?

- Helping you to close the gap between where you are and where you want to be.
- Accepting nothing but the best from you...we will advise, guide and encourage you.
- Move you beyond self-imposed limitations to help you realize full potential.
- Point out things you may not see and provide ideas for self-improvement.
- Tap into strengths to maximize success.

Coaches provide the outside perspective that keeps their clients focused on their goals.

- Where are you in the Cycle of Renewal?
- Can you identify times in your life when you’ve been in the various phases?
- What skills have enabled you to navigate through those life chapters?
- What do you want to create for yourself?

These are a few questions to spark your reflection in your mid-career journey for self-renewal. The journey is yours to design!

Contact Dr. Candales at bbtransformed@aol.com to ask questions that might support your next career transition or if want to explore your position in the cycle of renewal. I look forward to hearing from you!

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Transitions and Transformations: The Journey is Yours!