#### A "Solving for WHY" Primer for Managing Career Transitions

# SEASON 1 LETTING GO



- S What is ending/over and what isn't?
- S Which relationships do I want to continue? Which do I need to end?
- What can I take with me from the role that is ending? What skills, lessons, or values can I continue?

#### Actions for this season

- S Minimize taking on of additional obligations in your current role.
- O Allocate time outside of current role to engage personal projects and activities.
- Wind down current obligations on good terms (if possible) with those in your professional circle.

#### **Additional Resources**

- Bridges, W., Bridges, S. & Stanier, M. (2019). Transitions : making sense of life's changes. New York, NY: Lifelong Books, LLC.
- Second mountain: the quest for a moral life. S.I: Random House.
- O coelho, P., Clarke, A. & Smith, J. (2014). *The alchemist*. San Francisco: HarperOne.

In the circle below, record your reflections and identify three key actions you will commit to taking to successfully navigate the transition of this season

For everything there is a season, and a time for every purpose under heaven

~ Ecclesiastes 3:1

At some point, you will feel the beginning of an ending. What was once going strong no longer has the same energy as it once did. There is the temptation to "revive" things to what they once were, but the inner voice is whispering for you to begin to move on. All living things experience "cycles" during which growth is followed by decline. The decline is not a "problem", but rather part of a natural process to make way for the next cycle of growth and life.

### **My Reflections:**

#### My 3 Key Actions:

1.	
2.	
3.	

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# SEASON 2 CREATING SPACE



#### **Reflections for this season**

- How might this transition actually benefit me? What is this transition allowing me to do?
- What is most important to me? What is my deeper purpose?
- What are realistic short-term goals/checkpoints to help me through this "season"?

#### Actions for this season

- This is time for pause. Allow for the absence of clear direction, and refrain from impulsively starting new activities.
- Create routines and set minor short-term goals to create structure and "ground" during this season.
- Reconnect with your deeper self through reflection on values and purpose.

#### **Additional Resources**

- Stai, A. (2018). Solving for "Why". Pennsauken, NJ: BookBaby. (This is my book!)
- Chödrön, P. (2018). The places that scare you : a guide to fearlessness in difficult times. Boulder, Colorado: Shambhala.
- Covey, S. & Collins, J. (2013). *The 7 habits of highly effective people*. New York, NY: Simon & Schuster.
- In the circle below, record your reflections and identify three key actions you will commit to taking to successfully navigate the transition of this season

When I run after what I think I want, my days are a furnace of distress and anxiety; If I sit in my own place of patience, what I need flows to me, and without any pain. From this I understand that what I want also wants me, is looking for me and attracting me.

~ Rumi

This is a time for rest and recovery. Just as farmland needs regular times to lay fallow in order to be productive in future seasons, people need regular times to disengage from their work in order to better re-engage with their work in the future. Inaction allows for creative energy to gather below the surface and burst forth in the coming spring.

#### **My Reflections:**

#### My 3 Key Actions:

1. 2. 3.

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# SEASON 3 NEW BEGINNINGS



#### **Reflections for this season**

Who are people I should connect/re-connect with who can help me get started?
What are some positive outcomes that could come from this new role?

S What new behaviors must I adopt to succeed in this new role?

#### Actions for this season

- Reach out to your social connections. Let them know what you want and let them help connect you to more people.
- O Act on what you are inspired to do. Allow your creative energy to guide your direction.
- This is a time to learn and master new skills. Take time to read about and practice new ideas and skills.

#### **Additional Resources**

Dweck, C. (2006). *Mindset : the new psychology of success*. New York: Random House.

- S Pressfield, S. (2012). The war of art. New York: Black Irish Entertainment.
- Sodin, S. (2011). *Linchpin : are you indispensable*. London: Piatkus.

In the circle below, record your reflections and identify three key actions you will commit to taking to successfully navigate the transition of this season

### **My Reflections:**

#### My 3 Key Actions:

1	•
2	)

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3.

"If Winter comes, can Spring be far behind?"

~ Percy Bysshe Shelley

"Spring is the time of plans and projects."

~ Leo Tolstoy

Just as you despair that winter will last forever, spring slowly emerges. A small but vital inspiration emanates which points to new hopes and beginnings. This is the time to cultivate and "grow" your ideas. Build upon your early notions with creativity and imagination; use discipline and practice to learn into new ways of being.

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