

# Managing Life's Transitions

**Personal – Relationships – Societal - Education – Work – Military**

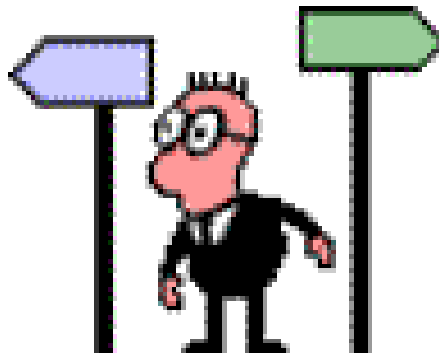


Figure 1: Man trying to decide which of two directions to take

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## **OVERVIEW**

Participants will understand what transitions are, how they impact a person's life, how to identify transition-related challenges they may be dealing with, and where to go for help in dealing with their personal transitions.

## **LEARNING OUTCOMES**

Participants will:

- Know the three phases of transition
- Know the different types of transitions
- Know how transitions affect people
- Be able to identify what transition issues they are facing
- Be able to identify resources to help them deal with their transition issues

## **WORKSHOP PRESENTER**

**Kathleen E. High, M.Ed.**

Ms. High is an adjunct professor at Mt. San Antonio College and an adjunct education and career counselor at Cypress College. Through both schools, she teaches college success, job search skills and career research classes. Also, as an independent consultant, "Dream Chasers & Goal Setters," she offers a variety of services to help clients to find and achieve their dreams and goals. She also leads a support group for the unemployed, "Living Beyond Work Loss," through Anaheim Vineyard. She also has started a non-profit career transition resource center, New Career Vision, for adults facing career transitions.

In addition to her professional experience working with adults in transition, she also has personal experience dealing with transitions and the challenges they present: After being laid off from a long-term clerical position in the business world, she went to back to school full-time to finish her degree. Her career transition from corporate "office jobs" to professor/counselor in higher education required much more education, experience, knowledge, time, effort, change and sacrifice than she originally expected. Through that journey, she found her life's calling and has used her educational pursuits to find answers to questions people could not provide. Her career transition required her to make multiple job, housing, education, and relationship transitions during a 15-year period. She uses her personal and professional experiences and specialized training to identify and address assist adults who are working their way through a variety of life transitions.

She holds a Master's in Education from Azusa Pacific University and additional graduate work in School Counseling from Cal State San Bernardino, and Theology from Fuller Theological Seminary. She received her Bachelor of Science from Cal Poly Pomona and her Associates of Arts from Rio Hondo Community College.

## WHY ARE YOU HERE TODAY?

Take a few minutes to reflect on why you chose to come to this workshop. What are you hoping to get from this workshop?

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## UNDERSTANDING TRANSITIONS

Nancy Schlossberg describes<sup>1</sup> in her Transitions model why change can be so complicated and challenging. The theory describes the process of 1) Moving in, 2) Moving through, and 3) Moving out. She lists three types transitions:

1. **Anticipated transitions:** These are life events that most people expect, such as graduation, marriage, parenthood, start a job, and the death of one's elderly parents.
2. **Unanticipated transitions:** These events are often very disruptive and come upon us unexpectedly, such as having an accident, illness, a layoff, or the untimely death of a loved one.
3. **Nonevent transitions:** These are those expected life events that never actually occur, such as not getting married, remaining childless, not able to retire.

Schlossberg also reveals there are 4 "S" associated with transitions that will impact how an individual deals with them. It is important to identify whether a person has enough of each of the **4 Ss System for Coping with Transitions:**

- **Situation:** The person's Situation at time of transition will affect response.
- **Self:** The person's inner strength for coping with the transitions.
- **Supports:** The Support available is critical to the person's well-being.
- **Strategies:** The Strategies used to change the situation.

## TRANSITIONS DEFINED

William Bridges<sup>2</sup> describes the process slightly differently in his book, "Transitions", as having three phases of any transition: Endings, Neutral Zones, and New Beginnings.

### Endings

The "Ending" phase in Transitions is initiated through a "triggering event", where the individual experiences a loss of the old life. This loss is characterized as:

- **Disengagement:** Being removed from the old life and separated from the familiar. Some disengagements are voluntary (*i.e. quitting a job*) and some are done unknowingly (*i.e.*

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<sup>1</sup> Schlossberg (2011)

<sup>2</sup> Bridges (1980)

*going on vacation and deciding to say permanently*). With disengagement, an intense process of change begins. If this change is properly supported and channeled, it can lead to growth and rejuvenation.

- **Disidentification:** Losing one's sense of identity or perception of reality. The individual now realizes that he or she no longer knows how to define or label one's self. For example, thinking "I *used* to be a teacher."
- **Disenchantment:** Willing to acknowledge (at least in part) her perception of the old life was only in their head. Disenchantment is a clue that a transition is beginning. For example, a mid-life person becomes less interested in his or her job after several years of dealing with the hard parts of the job, and is no longer willing to invest themselves into it. If the person fails to recognize this process for what it is, they will likely become disillusioned.
- **Disorientation:** Feeling lost, without direction, confused and empty. It is very necessary but also rather unpleasant. This phase will often cause the person to lose interest in the plans and/or goals they had for the future. This disorientation can affect one's sense of space and time as well.

## Neutral Zones

The old life has ended, and the new life has not yet begun. Bridges indicates this a very difficult and uncomfortable season to go through, but says it is necessary in order to let go of the old life and to be properly prepared for the new life. Neutral Zones are not intended to be a permanent place, but simply a temporary state of loss to be endured. This is the reasoning behind many rites of passage such as honeymoons and graduation ceremonies – to help the individual make the transition from the old life to the new life. During Neutral Zones, it is important to take "time out" so one can do necessary internal mental, emotional and spiritual processing. Unfortunately our modern society often does not accept or appreciate this very important season that a person must go through.

## New Beginnings



Only when the season of "inner processing" (Neutral Zone) has finished its task, is the person ready for "New Beginnings". Once the person is fully ready to let go of the past and the Neutral Zone, then he will be ready to prepare for the New Beginnings. The problem is that recognizing which is the right path to lead to the new beginning is seldom as obvious as someone waving a flag in front of you, say, "Go here – this is the right path." It is often only in retrospect that we can recognize the steps that have led us in the new direction. (i.e. "You know, that 'chance' meeting ultimately turned out to be really significant in my finding my way here.")

New Beginnings is a time for listening to the "inner voice" for patterns and new opportunities, and for launching a new set of priorities, ideas, and goals.

To help you understand how this process works, think back on a significant new beginning you had in your past. What were the "steps" you took to begin?

## Many Types of Transitions:

There are many types of transitions an individual can experience. The following list is not exhaustive list, but gives some more common types of transitions. Many of these can actually be in the reverse order from what is listed below. (*I.e. able-bodied to disabled vs. disabled to able-bodied*).

### Personal

Many transitions relate to our personal development and/or our “psyche”.

- Child to adult
- Dependent to independent
- Caregiver to “empty nest”
- Able-bodied to disabled
- Incarcerated to parolee/free
- Addicted to Sober
- Spirituality (change in beliefs or religion)
- Home: (apartment to homeowner, etc.)
- Personal technology (new phones, computers, TVs, etc.)

### Family & Other Relationships

Our relationships offer many potential opportunities for life's transitions:

- Single to married (or otherwise committed)
- Married to single (death, divorce, etc.)
- Childless to parent
- Independent to caregiver (or the reverse: i.e. “empty nest”)
- Death (or separation from) a loved one

### Societal

Some of our transitions may be how we interact with the world around us.

- Native to immigrant
- Changing World – *Today's world is changing so rapidly that it does not allow people to properly process all the losses it brings with it.*  
<http://www.youtube.com/watch?v=pMcfrLYDm2U>
- Groups – majority to minority, etc. (i.e. watching your group lose power)
- Spiritual – Changing places of worship (i.e. leave one church, and go to another)
- Move to a new community or state

### Education

There are many transitions we may face as we go through our educational journey. The following is a sample of some typical transitions that students may face.



- High school to college
- Community college to university
- College student to graduate
- Student to employee
- Employee to student

### Career

A person's working life can present many opportunities for transitions. Below is just a sample of some of the transitions an individual can face in relation to their career.

- New assignments, bosses, jobs, etc.
- Employee to supervisor or manager
- Employed to unemployed
- Unemployed to employed
- Employee to retired

### Military

Individuals entering or leaving the military can face some major transitions:

- Civilian to soldier
- Change in rank
- Change in service orders
- Deployment
- Soldier to veteran

### More Than One Transition?

**Q:** Is it possible to experience more than one transition at a time?

**A:** Yes. You can experience several simultaneous or serial transitions at any given time.

Example:

Loss of job can also trigger:

New student, family status changes, Veteran (*if job was military*), etc.

### Identify Your Personal Transition(s)?

What transition(s) are you currently dealing with right now? Also, take the time to note whether you are in "Endings," "Neutral Zone," or "New Beginnings" for each transition listed.

| Issue | Type<br><i>(Personal, Relationship, Societal, Education, Career, Military, or Other)</i> | Assess<br><i>(Anticipated, Unanticipated, Non-event)</i> | Phase<br><i>(Endings, Neutral Zone, New Beginnings)</i> |
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Reflection: Take a few minutes to write down any responses you have to identifying your personal transitions.

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## How Transitions Affect You - Emotionally

Transitions can affect us in many ways. Since people are different, their reactions may also be different as well. Individuals going through transitions may find their lives are being affected by any combination of the following emotional challenges: Mental, Emotional, Grief, Resistance, Reminiscing, Regret, Spiritual Perspective, Political Perspective, Personality, Sense of Identity, Sense of Reality, and Values.

### Mental

Transitions can be a challenge because they force us to think differently and to do things differently. Depending on the individual and how they respond to their transition, it can affect them in different ways. They will often cause us to rethink our goals and ambitions.

### Emotional

Transitions can have an effect on our personal selves as well. Transitions are often accompanied by many different emotions (grief, stress, fear, ambivalence, disorientation, excitement, etc.)

### Grief

When people go through transitions, they often experience the loss of the old life and preparation for a new life. For many people, the loss of what once was can bring with it a season of grief. Author, Elizabeth Kubler-Ross<sup>3</sup> describes the five phases of the grieving process: Denial, Anger, Bargaining, Depression, and Acceptance which she observed in patients who were dying. Kubler-Ross describes the processes as:

- **Denial** “serves as an emotional buffer to receiving unexpected shocking news, and allows the [person] time to collect himself and, with time, mobilize other less radical defenses.” (p. 52)
- **Anger** or “rage, envy, and resentment . . . which are often displaced in all directions and projected onto the environment at times almost at random.” (p. 63-64)
- **Bargaining** is usually done quietly and directed at God. It is an attempt to postpone, often includes offering a prize, usually includes a self-imposed deadline, and is often associated with quiet guilt. (p. 95)
- **Depression** is a sense of great loss. The sense of loss is not just for the immediate cause of the transition, but the other losses that accompany it as well: financial, material, relationships, jobs, roles, dreams, etc. (p. 99-100)

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<sup>3</sup> Kubler-Ross, E. (1997)

- **Acceptance** occurs when he has worked through the previously described stages, reached a stage where he is neither depressed nor angry, nor envious. He has mourned the loss of so many things, and contemplates with a certain degree of quiet expectation.

An individual can go back and forth between the different stages while processing a loss. Often those feelings pop up when you least expect them while grieving a loss. Depending on the situation, a grieving process can take anywhere from a few days to several years.

The next three can be a normal part of the grieving process. However, if the individual has difficulty getting beyond these and gets stuck, then they should seek professional help.

### **Resistance**

Sometimes people may be very comfortable where they are, or afraid of change or the unknown, so they may resist making a necessary transition. For example, an individual who sees the 'red flags' that they are in an unhealthy relationship, and accepting that they need to make some changes, but don't want to. So, instead, they continue to try to get the other person to "change" instead of leaving the relationship. Or an individual who can see that their job skills are being replaced by technology, but refuse to update their skill set because "I've always done it this way."

### **Reminiscing**

Closely related to the idea of grief, some individuals may have a difficult time accepting the reality of their transition, and consequently get caught up on reminiscing about "the good old days" when life was better. In reality, life was NOT better before, but they forget the challenges they faced in the old life. This person wants to go back to what seems to be an idealized 'easier way of life'. This is, unfortunately, a common challenge that many victims of domestic violence sometimes struggle with after they leave their abuser: "Oh, he didn't really hit me that hard..." This can be a problem because they find themselves spending more time looking backwards with an idealized memory than what reality actually was. Also, since they are so busy looking backwards, when they should be looking forward at the new possibilities life can bring.

### **Regret**

Sometimes people get caught up in regretting the choices they made that caused them to be in this transition in the first place. They may get caught up in thinking, "If only, I hadn't accepted that horrible offer, then I wouldn't be in this position today."

### **Spiritual Perspective**

Transitions can sometimes affect our world view. For people going through major transitions, those transitions can also impact the person's spiritual life as well. Some people may question the meaning and/or value of life as a result of their transitions. Some become hopeless, and may give up on life all together. If they are religious, it may cause them to question their faith, or what they always believed. Some people will turn away from, or towards, religion as a result of their transition. Some people may change religions, house of worship, or understanding of what prior religious teachings have meant.

### **Political Perspective**

Some transitions may cause people to question or change their political views. For example, someone who always believed in being self-sufficient, but finds their transition forces them to become more dependent on others, may change from a conservative worldview to a more liberal point of view.

## Personality

Transitions don't change your personality, but can affect how you express it. For example, someone who is rather outgoing may become withdrawn while going through a transition. However, a person's personality can affect how they respond to a transition. For example, some people are normally very adaptable, and may find they look forward to the new opportunities their transitions present. Whereas some people who are not as adaptable may find transitions to be rather stressful because it forces them to behave in ways that are not natural to them. It forces them to get out of their comfort zone, or maybe they are angry because "this is not what they planned."

## Sense of Identity

Our identity is how we see ourselves. Oftentimes people get their sense of identity from one or more of their life roles (parent, child, job, church member, etc.). However when that source from which the person gets their sense of identity is taken away, the person also may lose a sense of "self". This is a rather common problem when mothers face the "empty nest" as their children leave home. In addition to the sadness associated with their children leaving them, many mothers may feel as if they have lost their meaning and purpose in life and sense of identity. Also many unemployed people struggle with issues of depression because without a job to identify them, they feel worthless or embarrassed. Some unemployed individuals will even avoid going out in public for fear having to answer the question, "So, what do you do?"

## Perception of Reality

Transitions can affect how we see the world and our perception of reality. Our perception of reality is our "paradigm" (i.e. world view). It is not uncommon for a transition to trigger a "Paradigm Shift" – a fundamental shift in how we see reality. For example, a woman who always presumed she had a "marriage made in heaven" comes home one day to find her husband has left her for another woman. Not only will she be dealing with the transition from "married" to "not married", but she will likely also need to deal with the paradigm shift of going from "marriage made in heaven" to "marriage built on lies and deceit." Paradigm shifts can often be rather uncomfortable and painful to deal with. If this is an issue for you, consider working through the handout titled, "Paradigm Shifts" to help you know how to work through this process.

## Values

When major transitions shape our world and the way we see the world, they are also likely to change our value systems as well. For example, an employee who had been very devoted to his long-term employer may feel a sense of loyalty and commitment to his employer. However, if that employer decides to lay him off after over 20 years of service and just a few years shy of retirement, that employee may no longer believe that it is right or important to be loyal to future employers. Instead, they may believe that "looking out for themselves" is something they should value.

## How Transitions Affect You – In Other Ways As Well

Transitions can affect us in many ways. Since people are different, their reactions may also be different as well. Individuals going through transitions may find their lives are being affected by any combination of the following challenges: Physical, Level of Productivity, Relationships, Authority, Roles, Rules, Expectations, Priorities, Financial, Physical, and Legal.

In addition affecting us emotionally, transitions affect us in several other ways as well. Transitions can affect us:

## Physical

Transitions can affect us physically. Sometimes transitions are draining, energizing, and/or disorienting. Some people find their sleeping, eating, and/or exercise habits change. Some people may turn to or away from addictions (alcohol, drugs, food, caffeine, sex, pornography, shopping, etc.) as a way to deal with the challenges transitions bring.

## Level of “Productivity”

When we are in the middle of a transition, it will likely affect our ability to function on a daily basis and our ability to get things done because it is not “business as usual”, therefore we need to put out extra mental effort to do things that used to be automatic. There are also often “learning curve” challenges that the person must deal with. For example, a new employee will often take longer to get a job done than will an experienced veteran because he is still learning how to operate the computer software.

## Relationships

Many interpersonal relationships are likely to be affected by transitions. For example, if an employee is promoted to a managerial or supervisory position, he or she is no longer likely to be seen as a friend or colleague when promoted above his or her co-workers. When an individual gets married, his or her relationship with his or her parents will change as well. No longer are the parents seen as an authority, but now they may be seen more as a mentor instead. When one friend gets married and/or has children, they may often seek out being around other people who are dealing with the same challenges they are dealing with.

## Authority

Often times, transitions also bring with them a change in whom or what has power or control over our lives and to whom we give an account of our lives. Who is responsible for establishing roles, rules, and expectations will be different. For example, if the family matriarch dies, then someone else will take on the role of head of the family. When individuals change jobs, they will be dealing with new bosses.

## Roles

Most transitions also involve changing life's roles. For example, having a new child will also mean taking on the role of caregiver. When a husband retires, he may find that his wife will have a long “to-do list” waiting for him. When a child graduates from high school, he or she will likely take on the role of college student, employee and/or “responsible adult”. Taking care of one's elderly parents often means going from ‘child’ to ‘parent’ when the parents are no longer able to care for themselves.

## The “Rules”

Anytime people come together to live or work in a community (society, employment, school, family, culture, place of worship, etc.), there will be a set of “rules” about what is considered to be right or wrong regarding behavior, ways of dressing, and communicating. Some of those rules may be formal laws or regulations, and some will be “hidden rules” (unquestioned assumptions). However, when an individual leaves one environment as a result of a transition and goes into another environment, she is likely to have to learn to adjust to a new set of ‘rules’ – formal or informal. For example, as they leave their military service, some veterans may find it to be a bit of a shock and adjustment to enter civilian life and discover that it is “ok” to ask for help, since in the military, asking for help may be seen as a sign of weakness.

## Expectations

When our lives change, so do expectations: Our own expectations, and the expectations others have of us. For example, when high school students come to college, many are used to expecting the teacher to tell them what to do all the time and when to do it. However, when they get into college, it is sometimes a struggle for some young students to understand that they are now considered to be an adult, and are therefore expected to assume responsibility for figuring out what is due and when, and to make sure it gets done on time without excuses. Many of these first time students are often surprised to discover their teachers won't call home when they miss class, and will simply give them a much-deserved "F" for not living up to their classroom expectations.

## Priorities

Transitions often bring with them a change in priorities, or what is important and what is not. For example, a young couple without children may decide their priorities for their lives are their careers, their social lives, fixing up their homes, or "play" time. However, when they start to have children, they discover that their priorities change to making sure their child's daily needs are met (food, sleep, health, etc.) and may often even surrender their own needs for the sake of the child.

## Financial

Most transitions can bring with them changes in financial status as well. They can cause an increase of income (promotion at work), or reduced income (retirement or unemployment). Transitions can also cause increased expenses (having a child), or decreased expenses (adult children leaving the home).

## Legal

Transitions often also bring with them legal challenges, such as criminal or civil court matters, licensing, signing legal documents, or judicial oversight. Couples going through divorce will need lawyers and the court system to work out division of assets and custody issues. Death can also bring wills, trust accounts or probate. Learning to drive, getting married, or starting a business all require taking out licenses from government entities. Therefore going through life's challenges may also involve dealing with police, lawyers, judges and other government officials.

## How are your transition(s) affecting you?

Earlier, you took note of what kinds of transitions you are currently dealing with. Now take the time to consider how those transitions are affecting you. List those transitions, and then take the time to identify what issues you are dealing with right now as a result of those transitions.

### **Transition / Affect / Priority** (for addressing)

*Emotionally: (Mental, Emotional, Grief, Resistance, Reminiscing, Regret, Spiritual Perspective, Political Perspective, Personality, Sense of Identity, Sense of Reality, and Values.)*

*Other Ways: (Physical, Level of Productivity, Relationships, Authority, Roles, Rules, Expectations, Priorities, Financial, and Legal.)*

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_

4. \_\_\_\_\_
5. \_\_\_\_\_
6. \_\_\_\_\_

## How to Manage Transitions

In his “Transitions” book, Bridges gives advice for how to effectively respond to transitions.

- Embrace “Neutral Zones” as a productive “reorientation” process:
  - Surrender to the process instead of trying to avoid or fight it
    - Find time and place to be alone
    - Log “neutral zone” experiences
    - Write your autobiography
    - Discover what you really want
    - Imagine what would be unlive if you died today
    - Take a short “rite of passage” retreat

## Managing the Effects of Transitions

Fortunately, there are many things you can do to manage the effects of your transitions.

### “Neutral Zone” Is Not The End Of The World

- Learn the new rules
- Envision “New Beginnings”
- Embrace this as an opportunity for pursuing your dreams and goals

### Develop a Support System

Identify your support system (i.e. Family, friends, support groups, place of worship, resource centers, etc.) and take advantage of them. Find someone safe you can turn to and talk about what you are dealing with. A safe person is someone who can understand and appreciate your challenges rather than just expect you to “get over it already.” It is also important to realize that people have limitations. They may care about you and want to help but may change their attitude if you depend on them too much.

### Seek Professional Help If Necessary

If you find you can't manage the effects of your transition on your own, or with the help of others, then you are encouraged to seek the help of professionals who are highly skilled to identify and address the challenges you are dealing with.

- Mental health counselors, therapists, or counselors are good people to turn to if the challenges you are dealing with are mainly emotional or mental. While sometimes your family and friends may be able to give you a listening ear, there are times when your concerns will be beyond their ability to help effectively.
- Career Counselors are good people to seek help from if your issues are primarily related to finding a rewarding education or career path or need a new career direction. If you are looking for a job in your current field of work, but are finding the doors are not opening, then a “job coach” would be more appropriate. These professionals are skilled at identifying barriers to employment and helping their clients overcome them.
- There are many different types of “professional skilled helpers” who can assist you you're your transitional issues as well. (Clergy, lawyer, parole officer, VA officer, drug/alcohol counselor, etc.) For example, if you are finding yourself questioning your religion as a result of your transition, then realize that most clergy are trained to help individuals process such challenges.

## Utilize Available Resources

- Your personal support system, printed/on-line materials, books, support groups, resource centers, professional help, place of worship, etc.

## Find a Mentor

Having someone who has gone through your transition before can really help you to deal with the challenges you may be facing. Take time to note whether or not you know someone who has been through this that you can talk to.

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_

## Available Resources

This next section identifies some resources that may be of some help to you in dealing with your transitions.

### On-Campus Resource Centers

Most college campuses will have several offices on campus designed to help students succeed in school. At Mt. SAC, the following offices can help you with the following services.

#### Career Services

Career Services can help you identify appropriate career goals and improve your job search strategies. They offer career counseling, workshops, print resources, and on-line resources to help students investigate their career options. They can also help you find student employment and entry-level jobs in your field of study.

<http://www.mtsac.edu/students/careerservices/>

#### Transfer Services

Transfer Services is available to help students plan for and manage the process of transferring to the university/college of their choice. They offer career counseling, workshops, print resources, college catalogs, transfer and admissions requirements, and on-line resources to help students investigate their transfer options.

<http://www.mtsac.edu/students/transfer/>

#### Veterans Service Center

The Veterans Service Center is available to help veterans navigate their transition from military to academic life and to help veterans navigate through the benefits for which they may be eligible.

<http://www.mtsac.edu/students/veterans/>

#### Disabled Students Programs & Services

The DSPS office offers academic and vocational counseling to students with verified disabilities. They offer counseling, adaptive technology, accommodations, and more.

<http://www.mtsac.edu/students/dsps/>

#### Financial Aid

The Financial Aid office is available to help students plan for and manage the process of receiving financial assistance while in college.

<http://www.mtsac.edu/students/finaid/>

#### Student Health Center

The Student Health Center provides free health care services. In addition, they also offer limited mental-health counseling free of charge as well.

<http://www.mtsac.edu/students/healthcenter/>

#### EOPS/CARE/CAL-WORKS

EOPS provides access to higher education for students with academic and financial disadvantages.

<http://www.mtsac.edu/students/eops/>



### Special Interest Student Clubs

There are a variety of special interest student clubs that can offer support for many transitions students deal with. Contact the Student Life Center to see what clubs are available.

<http://www.mtsac.edu/students/studentlife/>

### Handouts

Several assignments used in class address issues associated with various life transitions:

- **Paradigm Shifts** (*A fundamental change in how we view reality*)
- **Discerning Seasons** (*Life has seasons just like the weather does*)
- **Hidden Rules** (*Recognizing the Hidden Rules of higher education*)

### Off Campus Resource Centers

- **Local One-Stop Centers** (*Employment*)

Local one-stop centers are available to help people with the job search process. They typically offer employment counseling, job search workshops, and resources to help their clients acquire full-time employment.

[http://www.edd.ca.gov/Jobs\\_and\\_Training/pubs/osfile.pdf](http://www.edd.ca.gov/Jobs_and_Training/pubs/osfile.pdf)

- **VA Office** – Veterans are often entitled to benefits on education, employment, small business start-ups, housing, mental health, health care, and burial. Contact your local VA office or CalVets office for more information.

[www.va.gov](http://www.va.gov)

- **VFW** – Veterans of Foreign Wars is a non-profit organization which has encouraged the development of many of the veterans benefits available today. They are there to support the veterans who have served overseas conflicts. They support the veterans and advocate on veterans' behalf, and have trained volunteers to help veterans access their earned benefits.

<http://www.vfw.org/home/>

- **12-Step programs (AA, Alanon, Narcnon, etc.)** – There are many types of “12-step programs” designed to help people with various kinds of addictions (alcohol, drugs, sex, food, etc.) and/or available for other types of special interest groups, such as family members of someone with addictions.

- **Employer's Human Resources Dept.** – Many employers offer a variety of benefits to their employees to assist with education and career planning, financial and retirement planning, family status changes. They may also offer “employee assistance programs” (a confidential outside referral program for legal, medical and mental health issues).

- **Other options for additional resources**

Referrals can also be found through dialing 2-1-1 (if available in your area), counseling offices, places of worship, local telephone directories, or other resource centers. On campus: Check with the Counseling, Career Planning Center, or Student Health Services if you need referrals to off-campus resources. Finally you can check the following institutions for potential resource centers:

- **City, County, and State Governments**

You can contact city, county, state, and some federal governments for referral to resources.

#### **Non-profits organizations (*legal, etc.*)**

There are countless non-profit organizations available to help people with a variety of life transition issues. The United Way offers many referrals to a variety of resources.

- **Local houses of worship**

Many places of worship offer resources to their congregation and to the general public to help people deal with various life transition issues. They also often have referrals for outside services. Contact them directly to find out what resources and referrals they offer.

## Books

There are some good books available to help individuals understand and cope with what they are facing. These books will discuss an issue in depth and often offer suggestions for coping. Two books in particular contributed content to this workshop: “Transitions” by William Bridges, and “On Death and Dying” by Elizabeth Kubler-Ross discusses the details of the grieving process.

## Wrap Up:

### What Resources Do You Have?

Earlier, you took note of what kinds of transitions you are currently dealing with. Now take the time to consider what resources you can access to help you deal with your transitions. List those transitions, and then take the time to identify what resources you can follow up with.

#### **Transition / Resource**

*(Campus offices, family, friends, support groups, place of worship, resource centers, books, handouts)*

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_
4. \_\_\_\_\_
5. \_\_\_\_\_
6. \_\_\_\_\_

## References

Bridges, W. (1980). *Transitions*. Cambridge, MA: Perseus Books.

Kubler-Ross, E. (1997). *On death and dying*. New York: Touchstone.

Schlossberg, N. K. (2011). The challenge of change: The transition model and its applications. *Journal of Employment Counseling*, 159-166.

**Managing Life's Transitions**

*Personal – Relationships – Societal*

*Education – Work – Military*

***Additional Handouts Available***

At: Cypress College - Career Planning Center

Thank you for attending the “Managing Life's Transitions: Personal – Relationships – Societal Education – Work – Military” workshop. We hope you received answers to your questions and received important information to help you achieve your goals.

**Handouts Provided At The Workshop:**

- Discerning Seasons
- Paradigm Shifts
- Hidden Rules

To follow up on what you learned today, we would like to encourage you to come into the Career Planning Center to pick up some additional materials which should be of interest to you:

**Recommended Additional Handouts:**

- Workshop Handout: *“How to Manage Conflicting Priorities”*
- Workshop Handout: *“Unemployed and Looking for Answers”*
- Workshop Handout: *“Managing Financial Responsibilities”*
- Boundaries
- Culture, Education & Unspoken Expectations
- Success
- Rapidly-Changing World
- Setting Effective Goals
- Generational Values
- Dream Chaser's & Goal Setter's Journey
- Purposeful Living
- Reaching Career Goals
- Maslow's Hierarchy of Needs
- Lifelong Learning Options
- Labor Market Trends
- Employment History – Working Document

Feel free to come by and pick up any of these handouts during normal business hours.

**Cypress College - Career Planning Center**

9200 Valley View Street, Student Center Building, 2nd Floor

(714) 484-7120 - [www.CypressCollege.edu/services/cpc](http://www.CypressCollege.edu/services/cpc)

**Fall and Spring Semester Office Hours:**

8:00 a.m. - 6:00 p.m. Monday - Thursday and 8:00 a.m. - 12:00 p.m. Friday (*Closed on Fridays during the Summer*)