



Digital access for
links



Train – Develop – Care

EMBRACING CHANGE & TRANSITION





Table of Contents

1. INTRODUCTION	3
SUGGESTED TIMELINE.....	4
2. ENDING WELL	5
For the Manager/Leader when someone is exiting	5
For the Individual Exiting.....	5
3. DEFINING CHANGE AND TRANSITION	8
Definition of Change.....	8
Definition of Transition.....	8
4. VIDEO CLIP EXERCISE: THE CHRONICLES OF NARNIA	11
5. THE TRANSITION MODEL	12
6. GRIEF, LAMENT, AND MOURNING	14
7. BIBLE CHARACTER STUDY ON TRANSITION	20
8. COACHING THROUGH TRANSITION	21
9. MANAGING CHANGE AS A LEADER	Error! Bookmark not defined.
10. ADDITIONAL RESOURCES	Error! Bookmark not defined.
Life Stage Transitions	28
Feelings Wheel	30

©2023 The Navigators, Prepared by Train – Develop – Care. All rights reserved.

Reproduction for nonprofit Navigator ministry use permitted. Written permission required for all other reproduction or use. Views expressed in external sources and videos are for discussion purposes only, and do not reflect the views of The Navigators.



EMBRACING CHANGE & TRANSITION

Why this resource? We all experience changes and transitions. And it can take many shapes from adding new team members, transitioning others off, going through a major transition yourself, to leading and managing changes in your ministry and the impact it has on your team. We will address topics such as embracing the passage between two seasons, grief and loss, and managing change among teams. This resource is for anyone who's experiencing a life transition **(big or small)** or helping another through theirs, for leaders and teams who are experiencing change in personnel or ministry, and for those who desire to end one season well before beginning another.



1. INTRODUCTION

Just as we are not one-dimensional beings, the way we experience change is not always linear. It is often nuanced and deeply personal. Whether you're preparing for a move, a new job, or another shift in life, the way you experience that passage will likely be unique to you. Therefore, this resource does not need to be completed in a linear fashion. Rather, you can pick and choose topics that are relevant to you and/or your team. Sometimes, that may mean you only have the capacity to sit with one question—and that's okay!

Sometimes change is planned, known, and anticipated, but sometimes it can also feel like a curveball. Whether the transition is an organizational change, a shift in life stages, a new relationship, or a change in personal health, the way you experience this could be anywhere on the continuum of joyful anticipation to grievous disappointment and loss.

Whether or not a transition comes out of left field or has been planned for a while, it will likely bring on a range of emotions and reactions, including excitement and a sense of accomplishment, but maybe also anxiety and a need to mourn. When it comes to change, two things are true: it is hard, and there is meaning.

Regarding the difficulty:

We tend to diminish the challenges that come with seasons of change by saying things like,

"This is hard, but..."

We encourage you not to minimize your transition journey by downplaying its difficulty. It's good and okay to sit in the hard for a while. This allows the opportunity to take time, process, and embrace the reality that the passage isn't always as simple as moving from A to B.

At the same time, there is meaning in this space. While it's natural to want to rush out of what is uncomfortable and into the new familiar, there is often meaning, beauty, and gifts that can be found in the **'in-between.'** This resource will help you take time to look for and experience those gifts.

What gifts are at this threshold? What does God have for you in this space?

You may not be able to answer these questions right now, but the hope is that this resource and its embedded thought prompts will support you as you look for the gifts, search for the tender moments, and lean into the middle space, rather than rushing through without pausing to consider its merits.



SUGGESTED TIMELINE

If you know a transition is coming within the Navs or exiting:

- ➔ Explore the Ending Well (pg.5) section

If you know your team is about to go through a transition:

- ➔ Explore the End Well section (pg. 5) and Leading and Managing Change (pg. 21) section. Encourage those who are leaving to go through the Ending Well (pg.5) section.

If you are in the middle of a transition:

- ➔ If the transition is upcoming, we recommend reading through the ending well section and the transition model. If you are in the middle of a transition and have capacity (meaning you have managed all the practicalities of the transition as that is often top priority), you can explore this resource in its depths of difficulty and meaning.

If you have a friend/colleague going through or about to go through a transition:

- ➔ Explore the Ending Well Section (pg. 5) section and provide support through their RAFT building process (pg. 7).



2. ENDING WELL

*Resource for the Manager/Team Leader &
Practical Ways to help People Exit/End Well*

Encourage staff to communicate their intentions early.

Honor them by letting them share their intentions and their narrative. It may be helpful to give them a timeline in which to do this.

Additional Considerations:

- Provide space to share their thoughts and feelings about the transition. (**Offer prompts: impact the team and role has had; how they've been shaped by; moving forward..., etc.**)
- Discuss logistics, including what needs to be passed off and scheduling time for farewell and reflection. (To the one exiting: clarity is kind, so being very clear on end date knowing that this change impacts all.)
- Provide a listening, safe space for the staff to share what they will miss now that they are leaving but also what they will be gaining.
- Encourage staff to make a RAFT (**see below**).
- Communicate the transition clearly with your team. Acknowledge the change and any fears, losses, etc. that it may bring along with it. Lead with Care as transitions are difficult for all involved.

Offer care and support.

Set aside time to reflect on the ways you can support the individual and your team through this time of transition.

- **Ask:** What can you do as a leader to support and care for your team as you navigate this change together?
- **Ask:** What can be celebrated? What needs to be mourned?



- **Ask:** Does this change move you closer to your vision/values? If so, how?
- **Offer** to pray with/for them about their transition, fears they may have, hopes, etc.
- **Look** at the [Kubler-Ross model](#) together and ask your team how they are experiencing the change based on this model.
- **Plan** a farewell celebration.
- **Repatriating?** Exiting in community is both beautiful and hard. Gather a small group of people who will be **with** you and **for** you in this transition. Share hopes, expectations, logistics, etc.
 - Tips: be fully packed and ready to board a plane 2 weeks in advance
 - Ask friends to run your open house to sell items. That way you aren't offended at bartering, and you don't have sudden sentiments around an item.
 - It's okay to say no to last minute hang outs, gatherings, etc.

Make a way forward

Sometimes a staff exit is even harder for the ones who are 'left.'

➔ Here are some practical steps for helping your team move forward:

- Enter this change with your team. It will be tempting to charge ahead and focus on the **"next."** They need you to enter the space with them.
- Offer your team hope, a space to reflect, and designated time to care for their souls.
- Encourage them to end well with the individual exiting. Reconcile, restore, encourage, and bless their send off.
- Once you have assessed the team is ready to take steps forward, provide clear communication and direction in regards to the change(s), including information about new hires, new priorities, etc.
- Remind your team of the **"why"** behind what you do together.



Build a RAFT (Model by David Pollock)

Ending well is the key to entering well

➔ Reconciliation

Is anything currently unresolved? Are there any lingering conflicts that exist between you and another? While this is the easiest step to skip and the hardest step to do, it is essential if you wish to end well. Pray, ask, and listen to the Lord if there are any unresolved issues.

➔ Affirmation

Say the things you haven't taken time to say to teammates or friends.

➔ Farewell

Take time to say goodbye to people, places, and things.

➔ Think Destination

Where are you going next? What structures, resources, etc. exist to support you? What are you hopeful for? What is God inviting you to **(or sense God's presence)** as you look forward?

Other practical, work-related steps to include in the building of your RAFT are to:

- Pass off ownership to any training, files, and documents you own.
- **Clarity is kind** and that applies to communicating and being wise with your end date, knowing that this change impacts all.
- Contact HR about offboarding: hr.inbox@navigator.org
- Repatriating? See page 6 for tips



3. DEFINING CHANGE AND TRANSITION

Definition of Change

“An external event that signals something old has stopped and something new is starting.”

William Bridges

Definition of Transition

“The experience of the gradual, psychological reorganization process that happens inside us as we respond and adapt to external change. Transition often results from a change, but it may also be triggered by the news that a change is imminent and, so, starts before the change actually takes place.”

William Bridges

➔ Where Am I Now?

Naming our changes and transitions has a way of claiming our hearts and allowing our minds to enter the process. Take a moment to complete the following reflection:

- ➔ List out current/anticipated changes and transitions in your life.



"The beauty of nature insists on taking its time. Everything is prepared. Nothing is rushed. The rhythm of emergence is a gradual slow beat always inching its way forward. Change remains faithful to itself until the new unfolds in the full confidence of true arrival."

John O'Donohue, To Bless the Space Between Us (pg.47)

"A threshold is not a simple boundary, it is a frontier that divides two different territories, rhythms, and atmospheres. Indeed, it is a lovely testimony to the fullest and integrity of an experience or a stage of life that it intensifies toward the end into a real frontier that cannot be crossed without the heart being passionately engaged and woken up. At this threshold a great complexity of emotion comes alive: confusion, fear, excitement, sadness, hope."

John O'Donohue, from To Bless the Space Between Us (pg. 48)

➔ Engaging and Reflecting

Look at the quotes below and complete the following questions/exercises, perhaps with a trusted friend or alone in a journal.

- Which of these quotes resonates the most with you right now? Why?
- Sit with a quote or two and notice how it speaks to/stirs your heart, mind and soul. Invite and ask the Holy Spirit to speak to you.

"But change is difficult for us. So often we opt to continue the old pattern, rather than risking the danger of difference. We are also often surprised by change that seems to arrive out of nowhere. We find ourselves crossing some new threshold we had never anticipated."

John O'Donohue, from To Bless the Space Between Us (pg. 48)

"No threshold need be a threat, but rather an invitation and a promise. Whatever comes, the great sacrament of life will remain faithful to us, blessing us always with visible signs of invisible grace. We merely need to trust."

John O'Donohue, from To Bless the Space Between Us (pg. 50)



➔ Engaging and Reflecting

Look at the quotes below and complete the following questions/exercises, perhaps with a trusted friend or alone in a journal.

- Which of these quotes resonates the most with you right now? Why?
- Sit with a quote or two and notice how it speaks to/stirs your heart, mind and soul. Invite and ask the Holy Spirit to speak to you.

"There was no sudden, striking, and emotional transition. Like the warming of a room or the coming of daylight. When you first notice them they have already been going on for some time."

C.S. Lewis, from A Grief Observed

"You can't go back and change the beginning but you can start where you are and change the ending."

C.S. Lewis

"Man, instinctively seeks the unchanging and is bereaved at the passing of dear familiar things. For human beings the whole possibility of redemption lies in their ability to change. To move across from one sort of person to another is the essence of repentance; the liar becomes truthful, the thief honest, the lewd pure, the proud humble. The whole moral texture of the life is altered. The thoughts, the desires, the affections are transformed, and the man is no longer what he had been before."

A.W. Tozer



4. VIDEO CLIP EXERCISE: THE CHRONICLES OF NARNIA

- ➔ **The Wardrobe:** For many, this is a familiar story and a familiar scene, but this time we ask that you put yourself in Lucy's shoes and experience the threshold (space between) in the wardrobe alongside her.

Talk with a friend or colleague, or reflect on your own:

- Entering the wardrobe the first time, what are you seeing? Feeling? Thinking? Doubting? Experiencing?
- What are you taking with you as you enter the wardrobe?
- What don't you have that you might need?
- What personal/spiritual gifts do you have to take with you?
- What would you like to leave behind that isn't necessary?
- Pause in the middle of the wardrobe – rest in that space. What questions do you have and what thoughts and emotions are stirring?

Later, Lucy goes through the wardrobe again, and this time grabs a fur coat. As it turns out, her liminal space had exactly what she needed (**the fur coat**) as she moved into the next space.

Talk with a friend or colleague, or reflect on your own:

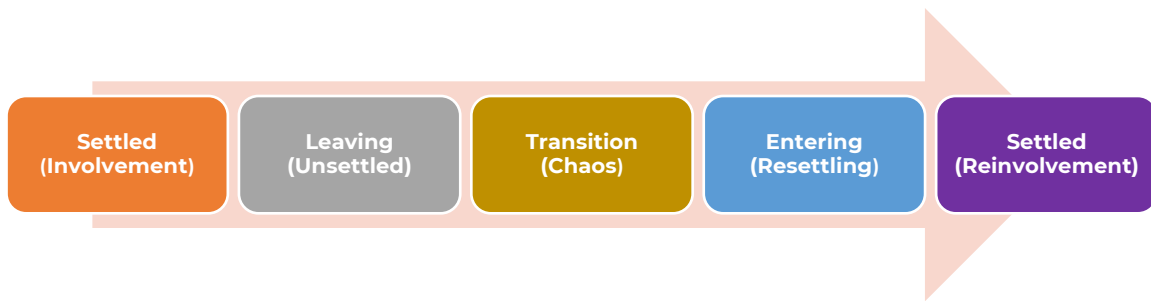
- What do you need in this transition phase that will help you in your next space?
- Are you rushing through the in-between? How can you slow down to find meaning and resources in the threshold to help you enter well?



5. THE TRANSITION MODEL

Introduction to the Transition Model

David Pollock's Transition Model:



Where Are You Right Now?

- Using the model above, draw your own graph/image/timeline for transition.
- Assess where you are at right now in each of the following areas. Feel free to add emotions, short descriptions of why you put yourself there, etc. (Feelings Wheel is on pg. 27)

	Settled (Involvement)	Leaving (Unsettled)	Transition (Chaos)	Entering (Resettling)	Settled (Re-involvement)
Spiritual					
Relational					
Personal					
Cultural					
Vocational					
Physical					
Lifestyle (rhythms)					
Other					



➔ Additional questions to consider as you interact with the model:

- What do I miss in each of these areas?
- What do I hope to gain?
- What are some of my behaviors in this place? How am I coping? Where do I see changes in my adaptability and flexibility?
- What roles, rhythms, or routines have I lost? Gained?
- Am I seeking God in this transition? Where is God leading me as I walk this transition?
- What are my fears?
- What physical symptoms am I experiencing?
- Where do I see and experience God in the midst of my transition?
- Who could be a part of my transition care team to journey alongside me?

➔ Additional Activities

Here's a list of additional activities you might choose to try as you embrace this important time in 'the liminal space' (space between)

- Get together with someone and share about an area of transition you are experiencing.
- Go for a walk and experience beauty in nature. Notice its changes and transitions, and then choose something that symbolizes where you are at. Share that symbol with someone you trust or reflect about it in your journal.
- Rank yourself from strongest to weakest on the following amidst transition:
Thinking, Feeling, Doing
 - Assess where you are at with each, and consider whether you are in auto-pilot mode with your strongest but maybe neglecting one or both of the other areas.
 - **Take time to engage with and be intentional in the other areas**



6. GRIEF, LAMENT, AND MOURNING

Lament is a key aspect when it comes to your journey through a time of transition. Grief in transition is very lonely. But while it may be tempting to skip this step, leaving it unchecked will hinder your ability to enter your next phase healthy, whole, and ready to embrace the new phase. Whether your transition is a surprise or not, taking time to name your grief and mourn what's been lost is beneficial. Lament leads us to depend upon God for strength.

“Those who don’t feel safe enough to grieve and outwardly mourn often find themselves holding on to lost hopes and relationships. It then becomes difficult for them to seek new attachments, since the ghosts of the past still occupy their emotional life. Ungrieved and unmourned losses can eventually lead to depression.”

John Townsend, Hiding from Love

Breaking Loss into Bite-Size Pieces

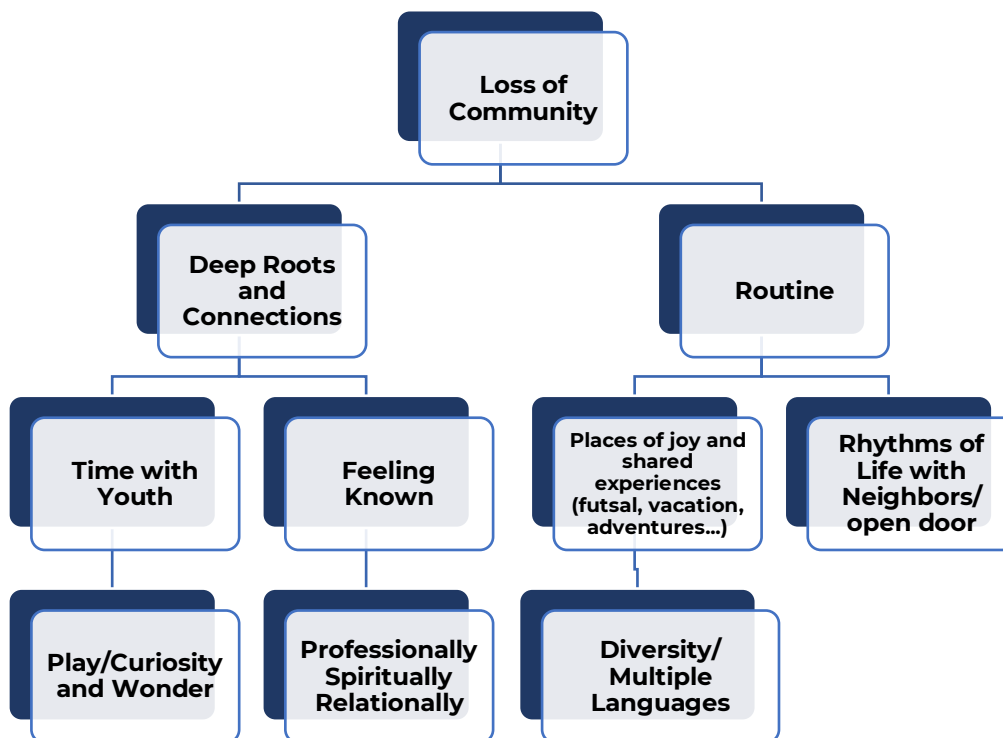
Some losses seem impossible to grieve because of their magnitude. In situations like these, it can be helpful to take a specific loss and break it down into smaller pieces. By doing this, it can become more manageable to mourn what has been lost.



➔ Try It

Write down a significant loss and, like a family tree, write down the losses produced by the main one. This will help you understand the impact of the main loss and connect the dots between behaviors, feelings, and reactions on other areas of your life.

Example: (this is a personal example from a time of transition after returning from 14 years overseas)





➔ Other Lament Exercises

- Take time to journal your fears, disappointments, concerns, and losses.
- Write an obituary. Your transition may be too sacred not to honor the loss. Find a place to mark this loss and read the obituary.
- Invite someone into your lament and talk with them.
- Read the Communal **Psalms (Psalms 12, 44, 90, and 126)** and/or the Personal Lament Psalms (**Psalms 3, 17, 22, 31, 41, 55, 71, and 141**)
- [Article: The Art of Understanding Loss](#)

Soul Care Resources on Lament and Understanding Loss

*Lament:
An expression of sorrow or regret, crying out in grief,
mourning, or complaint*

Below are a handful of resources to help you better navigate the loss that you're experiencing. They include articles, scriptural truths, reflection activities, and other readings and conversation starters. Choose what works best for your needs in this time.

"In order to turn around [in the midst of our suffering] and move once more in the direction of God, we must find this path He has carved out. We must call out to Him in the language He has provided. We must regain the tearful trail. We must relearn lament."

Michael Card. from *A Sacred Sorrow*



Lament in Scripture: Lament is modeled throughout the Scriptures. In the book of Psalms alone, there are 42 individual psalms of lament and 16 community **(or national)** psalms of lament.

Some of the most well-known “lamenters” are:

Job

*“Let the day perish on which I was born”
(Job 3:3)*

David

*“My God, My God, why have you forsaken me”
(Psalm 22:1)?*

Jeremiah

*“[O Lord]Remember my affliction and my wanderings, the wormwood and the gall! My soul continually remembers it and is bowed down within me. But this I call to mind, and therefore I have hope: The steadfast love of the Lord never ceases; His mercies never come to an end”
(Lamentations 3:19-22).*

Two Questions Behind Every Lament

- God, where are You?
- God, if You love me, then why?

Two Theological Truths Behind Every Lament

- God is always present to hear our lament.
- Lament is worthwhile because God will always respond out of His faithful love **(hesed)**.



➔ Exercise: A French Pantoum for Lament

Written by Deb Gregory; adapted from Tara Owen's A Scaffold for Lament

Begin with silence (1-5 minutes).

- What are you lamenting?

Notice where you carry it in your body.

- What does it feel like?

Spend time answering each question. Simply write down what comes to mind:

1. Describe how you feel when you know you are loved.
2. Describe your grief. What does it look like? What does it feel like? How does this grief make you feel?
3. How are you experiencing the voice of God? What does His voice say about you?
4. What happens when you believe in the voice of God?
5. Describe the pain or fears that muffle God's voice.
6. What is your defiant hope?

Consolidate each answer above into a single phrase.

Don't overthink it. Write the phrase with the corresponding number below.

1.

2.

3.

4.

5.

6.



Move each phrase from the numbers above to the corresponding numbers in the stanzas below. When finished, read it back as a poem.

STANZA 1

Line 1:

Line 2:

Line 3:

Line 4:

STANZA 2

Repeat line 2:

Line 5:

Repeat line 4:

Line 6:

STANZA 3

Repeat line 5:

Repeat line 3:

Repeat line 6:

Repeat line 1:



7. BIBLE CHARACTER STUDY ON TRANSITION

➔ **Choose one of the following characters in the Bible and read the corresponding passage:**

- **Ruth:** Ruth 1:1-22
- **Abraham:** Genesis 15:1-6; 17:1-8
- **Joshua:** Joshua 1:1-18
- **Mary:** Luke 1:26-56

➔ **Answer the following questions about the character you chose:**

- What might have been some of your character's fears? What are some of yours?
- What other emotions surfaced in your character?
- What are some of the ideas that God wanted to impress upon your character in this time to succeed in their transition?
- What did your character need from God? How did God meet those needs? How did He empower your character?
- What blessings were experienced in your character through the transition? What blessings do you long for God to give you as you transition?
- Your character had to be **“all in.”** What could be keeping you from being **“all in”** or from leaning into your transition challenge?

➔ **Taking into account your answers to these questions, write a prayer to the Lord expressing your fears, longings, and needs as you walk through this time of change.**



8. COACHING THROUGH TRANSITION

Content by: TDC Life & Leadership Coaching

➔ **INTRODUCTION**

As your co-workers, staff members and leaders are experiencing change and the transition that comes with it, they may need someone to talk with. Processing feelings, experiences and concerns verbally is often an essential step in the transition process. This guide introduces coaching principles, skills and tools that can assist in their transition journey.

“Coaching” assumes the coachee (the person you are coaching, i.e. your staff member, co-worker, leader) has the solution that best fits their situation. *A coach partners in a thought provoking and creative process that inspires your coachee to maximize their personal and professional potential.* (<https://coachingfederation.org/about>). Coaching is not mentoring (sharing your own experiences) or counseling (therapy).

The purposes of a person’s heart are deep waters, but one who has insight draws them out. —Proverbs 20:5

➔ **COACHING PRINCIPLES:**

- The coachee determines the focus of the conversation.
 - What they want to discuss.
 - Define their desired outcome of the conversation.
 - Commit to follow through of their action steps.
- The coach partners with the coachee
 - Create an atmosphere of trust.
 - Connect with the coachee.
 - Help the coachee work through what they want to achieve in the conversation and what makes that important
 - “Where would you like to focus our conversation?”
 - “What makes this important for you right now?”
 - “What result would you like to take away from our conversation?”
 - Listen and ask powerful questions so the coachee can dig deep to gain awareness of the situation and develop their own solution and action steps.

➔ **COACHING SKILLS AND TOOLS:**

LISTEN!!!



- **Generally, we listen to respond.**

“If you think you know, you’re not fully listening.”
Keith Webb

My dear brothers and sisters, take note of this: everyone should be quick to listen, slow to speak and slow to become angry —James 1:19

- We often develop our response before the speaker has finished sharing.
- As we process our response, we miss most of what is being shared.

- **Instead, listen to understand.**

“Being heard is so close to being loved that for the average person, they are almost indistinguishable.”
David W. Augsburger

- Welcome the words you hear without judgement and solutioning. Take in each word spoken with curiosity.
- Pay attention to body language.
- Lean in while listening; you will be amazed at how much better you listen when you physically lean toward the speaker.
- Be mindful not to fidget, look at your phone, or allow any distractions into the conversation.

- **Pause**

- Silence is powerful for you and your coachee. Once the coachee is done speaking, allow for a brief silence (count to 5 slowly).
- Often external processors will pause to consider what they shared and begin speaking again.
- Internal processors may need a brief pause before they are able to consume your question. There may also be a long pause before they answer.
- In the silence, the Coach has the opportunity to mentally review what the coachee said and develop powerful questions.

- **ASK!!!**

- Use open ended questions that begin with “what”, “how”, “who”, “when”. Avoid using “why” questions and asking closed ended questions; ones that elicit a “Yes” or “No” answer. Questions that begin with “why” may feel like judgement.
- Ask questions similar to (use the coachee’s words when asking questions):
 - What makes you feel.....? (sad, nervous, happy, afraid)



- How did that situation/announcement make you feel? (Feelings Wheel may be helpful)
 - Who may be able to assist with.....?
 - What leads you to that conclusion?
 - What would you do differently?
 - What's the worst thing that can happen?
 - What's the best outcome in this situation?
 - What are you learning about yourself (or the situation) as we talk?
- Be careful not to include a potential solution in your question. That may sound like this:
 - “Would transferring that task to Sally be helpful?”
 - Ask only one question at a time and do not interrupt the coachee.
 - Allow them to answer each question fully.
 - Remember silence is powerful.
 - As the coachee begins to shift to a solution, allow them to develop their solution. Use the SMART goal model to develop action steps.
 - Ask questions similar to:
 - “What do you need to accomplish that action item?”
 - “How confident are you that you can do this?”
 - “How long do you think it will take to accomplish?”
 - “When will you finish that action?”
 - “Which of these will you commit to doing?”



9. MANAGING CHANGE AS A LEADER

If you are a leader and you're experiencing change within your team, the following are great resources to inspire, encourage, and guide you through the transition. Consider this a menu of options, take what most appeals to you and the needs of your team at this time.

"To affect change inside an organization we must remember why people resist change. People don't fear change, people like comfort. The status quo is more comfortable than the unknown."

Simon Sinek

➔ **Simon Sinek on Change**

- **Video:** [Identifying Early Adopters of the Change](#)
- **Video:** [Where Change Starts](#)

➔ **J.R. Briggs Leaders Podcast**

- **Podcast:** [How to Lead Well Through Liminal Spaces](#)
- **Podcast:** [Being Clear Even Amidst Uncertainty](#)
- **Podcast:** [How to Help Your Team Through "Disorientation"](#)



➔ [Supervisor Training](#) (developed by the Navigators)

- This training gives common language to hopes/expectations in leading and delves into how leadership is almost always about change.

➔ Bible Heroes on Managing Change

Moses

Paul

Nehemiah

Naomi/Ruth (particularly focused on cultural shifts)

➔ Article: [What to Do When You Become Your Friends' Boss](#)

- **Please note that we don't 100% agree with this section: "Don't let emotions get in the way."** Instead, leaders need to make high EQ decisions. In doing this, we acknowledge that our individual mixtures of thoughts/emotions are what make us able to contribute to the team in unique ways.

➔ Article: Promotion to Leader: [17 Ways to Make a Smooth Transition](#)

➔ Video: [LDC Model](#): Lead, Develop, & Care

- Reminder: Transition is difficult and emotional, so while Care may not be your strength, this is the area that is most needed first when leading your team through changes and transitions.

➔ Activities & Reflection Questions via the LDC Leadership Model

- This [link](#) takes you to a 2-page summary with links to their videos and application activities. There are 3 links to application questions/activities.

➔ Being an Effective, Healthy, and Gospel-Centered Team Leader

- This LearnUpon [Training](#) is an excellent resource. Complete the following steps to access the training:

Click Join Course.

On the left-hand column, click Personal Development: **TEAM LEADER**.

Explore the documents under Healthy, Effective, and Gospel-Centered



10. ADDITIONAL RESOURCES

*To set up a time to meet with one of the following within TDC:

➔ Meet with a [Spiritual Director](#)

- A Spiritual Director offers believers the opportunity to become more consciously aware of the presence and movement of God in their life and deepen their love of God. A Spiritual Director gives the gift of presence and listening to a directee and listening to God on their behalf. Spiritual Direction is not counseling or advice, but opens up the heart to the deeper dimensions of our experiences where we meet God. Here is a one minute [video](#) on how a Spiritual Director can help.

➔ Meet with a [Life and Leadership Coach](#)

- A Coach can help you learn how to grow as a leader in managing change within your team/department/ministry.
- A Coach can help you as you exit, enter the in-between, find meaning, and plan to enter well in your next phase.

➔ Meet with a [Counselor](#)

- A counselor helps clients identify goals and potential solutions to problems which cause emotional turmoil; seek to improve communication and coping skills; strengthen self-esteem; and promote behavioral change and optimal mental health.

➔ Meet with a **HR Representative**

- A HR Representative is available to help with expected/unexpected life moments. Assistance is available for offboarding questions about benefits and retirement or available leave options, as well as referrals to a network of counselors for health and wellness needs. Email: hr.inbox@navigator.org

➔ **Additional Resources**

- Looming Transitions: Starting and Finishing Well in Cross-Cultural Service (*Amy Young*)



-
- *A Grief Observed (C. S. Lewis)*
 - *A Grace Disguised: How the Soul Grows Through Loss (Jerry Sittser)*
 - *Embracing Soul Care (Stephen W. Smith)*
 - *The Gift of Being Yourself (David G. Benner)*
 - *Transitions: Making Sense of Life's Changes (William Bridges)*
 - *Making Peace with Change: Navigating Life's Messy Transitions with Honesty and Grace (Gina Brenna Butz)*
 - *Leading Change (John P. Kotter)*
 - *Trust and Inspire: How Truly Great Leaders Unleash Greatness in Others (Stephen M. R. Covey)*
 - *Managing Transitions (William Bridges)*

➔ **Helping Your Children Transition**

- *Belonging Everywhere & Nowhere (Lois J Bushong)*
- *Footsteps Around the World (Beverly D. Roman)*
- *Global Nomad's Guide to University Transition (Tina L. Quick & Ruth van Reken)*
- *My Family is Moving (Beverly D. Roman)*
- Movie: [The Road Home](#) (A Third Culture Kid Short Film)



Development Needs by Life Stages

20s	30s	40s	50-60s	70+
LEARNING	BUILDING	FOCUSING	INVESTING	TRANSITIONING
<i>Who am I?</i>	<i>What am I good at?</i>	<i>Why am I doing this?</i>	<i>What's my best contribution?</i>	<i>How do I finish well?</i>
<p>Characteristics</p> <ul style="list-style-type: none"> High Activity Broad learning Hopeful/anxious Searching/verifying Accomplishing Gathering Self-oriented Survival <p>Dangers</p> <ul style="list-style-type: none"> Bad life decisions Not knowing yourself Pressure to “figure it out” Poor foundations 	<p>Characteristics</p> <ul style="list-style-type: none"> Intense Schedule Narrow learning Tyranny of the urgent Driven by expectations Achieving, ‘making it’ Improving Work oriented Success <p>Dangers</p> <ul style="list-style-type: none"> No life structures Doing overrides Being Incongruent stress Not addressing under waterline issues 	<p>Characteristics</p> <ul style="list-style-type: none"> Changing schedule Targeted learning Uncertain/weary Second thoughts Contributing/influencing Mastering Purpose oriented Significance <p>Dangers</p> <ul style="list-style-type: none"> Dabbling Plateauing Work-dominated Poor life rhythms 	<p>Characteristics</p> <ul style="list-style-type: none"> Focused/looser Schedule Focused learning Burdened Humble confidence Influencing Contributing Converging Others-oriented Security <p>Dangers</p> <ul style="list-style-type: none"> Stop learning/growing Forget the why ‘Rolelessness’ Lack of accountability and transparency 	<p>Characteristics</p> <ul style="list-style-type: none"> Open Schedule Learning to mentor Desire to feel needed Anxiety about aging Influencing Alongsidering End – oriented Satisfaction <p>Dangers</p> <ul style="list-style-type: none"> Critical of new ways Quit investing Hold on to ‘role’ too long Bitterness and hurt
<p>DEVELOP POTENTIAL</p> <ul style="list-style-type: none"> Exposure Evaluate Experiences Biblical Foundations Self Awareness Exposure to core lies Mentors/Feedback 	<p>DEVELOP STRENGTHS</p> <ul style="list-style-type: none"> Responsibility with input Self-discovery (assessments, core lies) Experience Life structures Reflective learning Mentors/Feedback 	<p>DEVELOP PRIORITIES</p> <ul style="list-style-type: none"> Professional Margins Disappointments/theology of suffering Soul Care Deepen community Time to think/reflect Mentors/Feedback 	<p>DEVELOP CONTRIBUTION</p> <ul style="list-style-type: none"> Do what you are best at Clarify your essentials Focused Bible study Team with others Time to study/plan Mentors/Feedback 	<p>DEVELOP PERSPECTIVE</p> <ul style="list-style-type: none"> Release responsibilities Empower others End of life reflections Invest in relationships Summarize life lessons

Adaptations based on original *Life Stages* ©LDN Global 2021



Development Ideas by Life Stages for Supervisors

20s	30s	40s	50-60s	70+
LEARNING <i>What could a supervisor help with?</i>	BUILDING <i>What could a supervisor help with?</i>	FOCUSING <i>What could a supervisor help with?</i>	INVESTING <i>What could a supervisor help with?</i>	TRANSITIONING <i>What could a supervisor help with?</i>
Processing experiences	Managing other people	Work/life balance	Coaching/mentoring	Moving from role to Kingdom contribution
Evaluated learning Biblical convictions & interpretation Identity	Stewarding influence Being over doing Gifts, passions, talents	Reassessing gifts Alignment of gifts/passions with Navigator needs/opps Processing disappointment, grief, lament Increased responsibility	Narrowing focus Alignment of gifts/passions with Navigator needs/opps Maintaining healthy rhythms and margin Asking vs Telling/teaching	Validating past contribution Decreasing responsibility Retirement/Financial/etc. paperwork/details Lifelong Learning
Critical thinking & thinking broadly How to operate on a team	Conflict management and relational healing Recruiting & leading a team	Stretching assignments	Adult Learning	Processing disappointment, grief, lament
Understanding motives	Understanding motives	Systems thinking	Accountability – personal and professional	Mentoring opportunities and skills
Asking for & receiving help	Vision casting skills	Recruiting and managing teams	Identifying blindspots and managing them	Capturing life lessons/legacy
Delegations, short-term wins	Work/life balance	EQ and CQ skills	Learners and Listening Posture	
Time management, budgeting, life skills Increasing self-awareness	Time management, budgeting, life skills EQ and CQ skills	Cross-missional leadership	Peer learning	
Increasing cultural awareness	Cross-missional collaboration	Partnering with other organizations Mentoring/coaching younger leaders	Perspective on leading diverse teams Interdependence with other parts of the work	
Identifying and owning his/her “voice” Developing a learner’s heart	Processing experiences and evaluated learning Stretching responsibilities and delegation	Adaptability and creative thinking/innovation Increased responsibilities and delegation		
Personal and professional development plans Variety in assignments	Increasing skills in SHAW leadership and resources Incorporating feedback	Evaluated learning/feedback		
		Coaching/mentoring Hiring/Firing principles and processes		



Feelings Wheel

