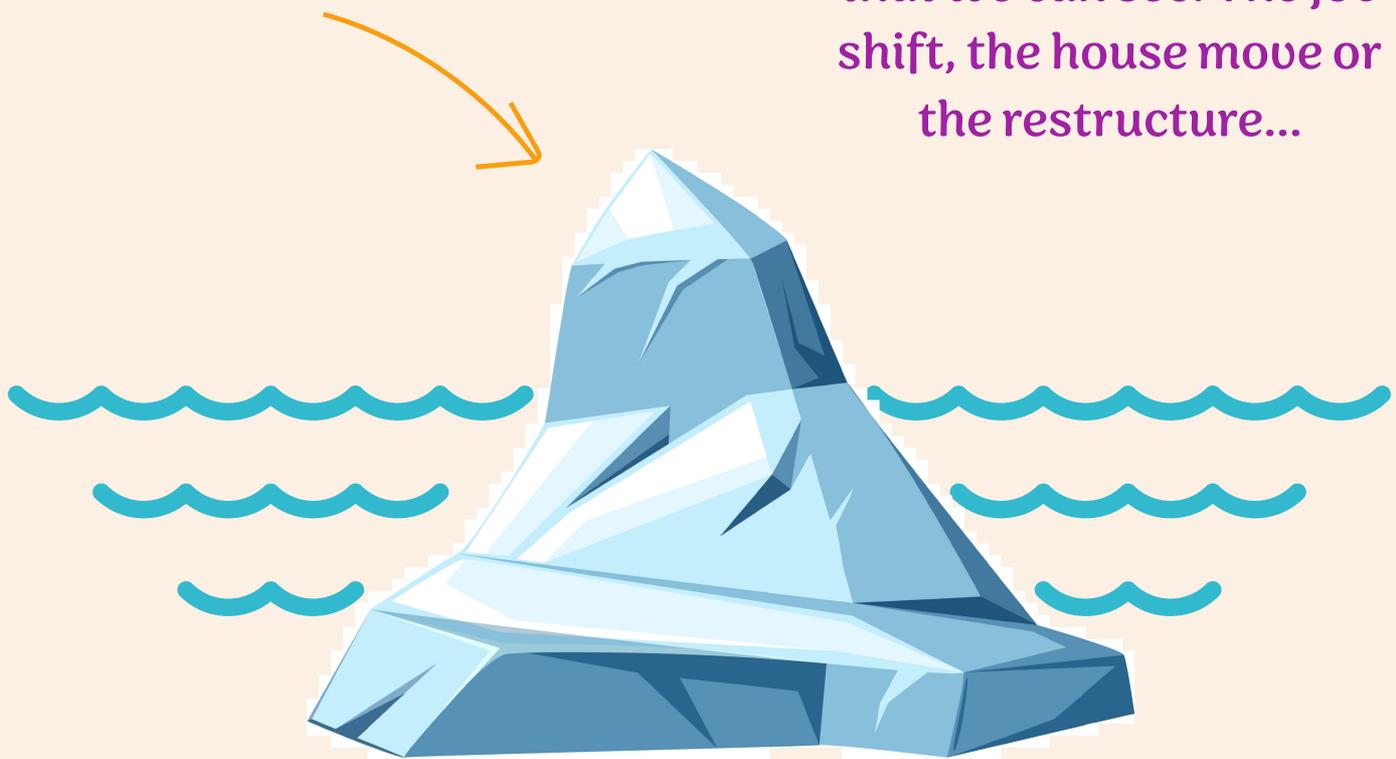


Change Vs Transition

Managing change but not supporting transition creates a space for friction to live

Change

The external event, the stuff above the waterline that we can see. The job shift, the house move or the restructure...



The internal process under the waterline. The emotional, psychological and biological journey your system takes to catch up

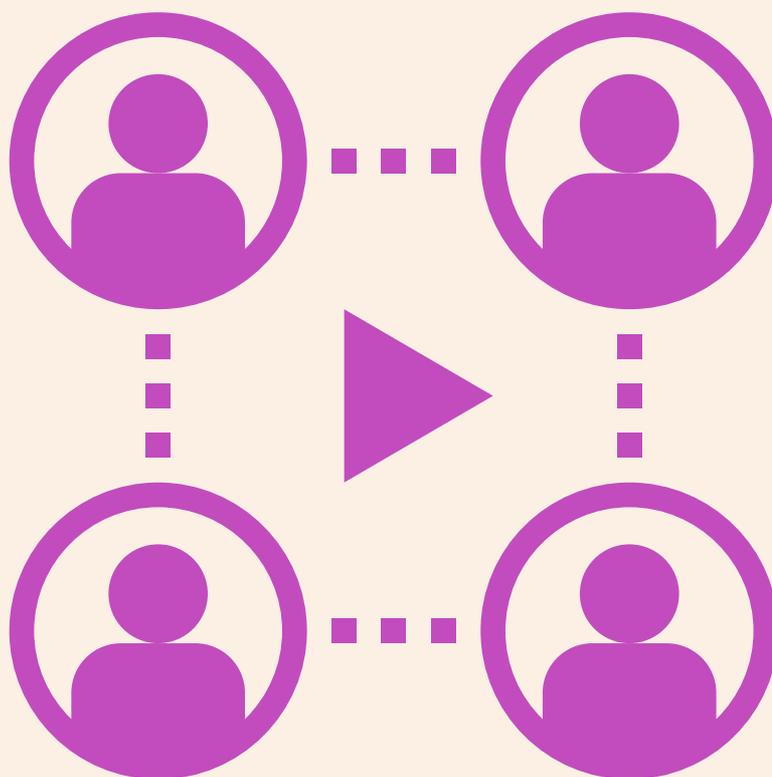
Transition

Why Change Feels Hard

Your brain is wired for safety, predictability and belonging, not novelty. When change hits your nervous system scans for...

Loss

Gain



Same

Unknown

When the answers aren't clear your system fills the gaps with worst-case scenarios. Its not negativity, its protection

The Three stages of Transition

Bridges Transition Model

Stage 1. Ending/Losing/Letting Go

Where grief lives, even positive change involves loss of routine, identity or familiarity

Stage 2. The Neutral Zone

The messy middle. Not what was, not yet what will be. Confusing, creative, uncomfortable, fertile.

Stage 3. The New Beginning

Energy returns, identity reshapes, confidence grows and things start to feel possible again.

Transition isn't linear, it loops, spirals and revisits.

What Happens in the Body



Ending = Alarm Response

Fight, Fight, Freeze, Fawn. Cortisol spikes and alertness rises.

Neutral Zone = Uncertainty Response

Fog, fatigue, creativity bursts and emotional swings.



New Beginning = reward Response



Dopamine, motivation, clarity and renewed energy.

The Emotional Weather

Every transition has emotional weather, sunny, stormy, foggy and unpredictable. These emotions help you understand which stage you're in and what support you need.

Three Tools to Navigate Transition

1. Name the Need

Pause and ask, what is my system asking for right now?

Clarity, reassurance, space, boundaries, rest.
Naming it gives direction and calms the system.

2. Micro-stability

Tiny anchors that create safety during big change.

Small rituals, routines or check ins that remind your body, you're safe, you're supported.

3. Curiosity Over Control

Instead of saying, I must figure this out....shift to, what's the next small step?

Curiosity opens possibility and reduces overwhelm

Change isn't the event, change is the journey. You're allowed to move through at your own pace, with a few small anchors to steady you along the way.



Mini Reboot Practice

You don't need a full life overhaul to feel more grounded during change, just a few tiny resets that help your system settle. These mini practices are designed to bring you back to centre in under two minutes.

1. Name the Need Check in

Pause and ask yourself...what is my system asking for right now, clarity, reassurance, space, boundaries?

2. Micro-stability Anchor

Choose one anchor that helps your body feel safe today...

3. Curiosity Over Control

What's the smallest step you can take, write down one action so small your brain can't reject it...

Your nervous system loves tiny wins. Give it one, and it'll meet you halfway.