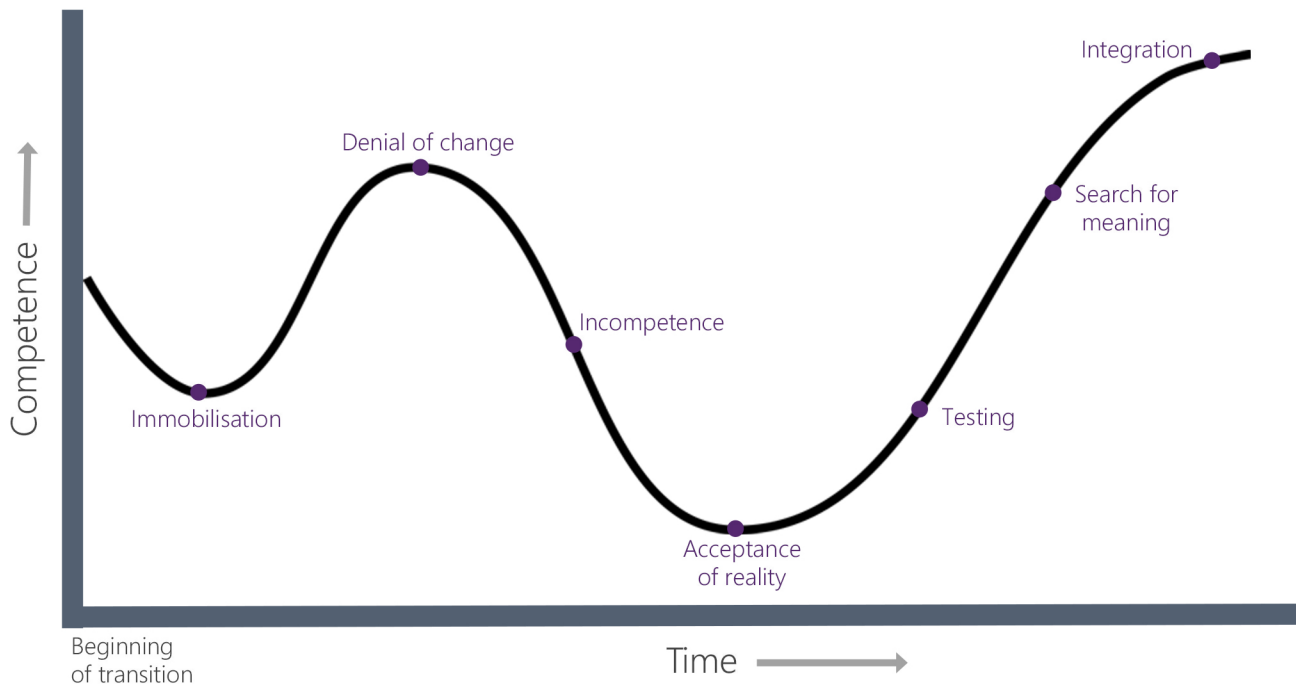


The transition curve



1. Immobilisation

Shock and feeling overwhelmed. Often there is a mismatch between expectations and reality.

2. Denial of change

Minimising or trivialising the change, often by reverting to a previously successful behaviour.

3. Incompetence and depression

Performance is flat. Lots of frustration. Difficulty in coping with the new situation or relationships.

4. Acceptance of reality

"Letting go" of the past values, attitudes and behaviours. Willingness to experiment with change and optimism for the future.

5. Testing

Trying new approaches and behaviours. Tendency to stereotype what self and others should be doing. Lots of energy, some frustration and anger.

6. Search for meaning

The rational phase, looking to find meaning for why things are different. Reflective behaviours, possible temporary withdrawal from activity.

7. Integration

The transition is over and new behaviours are given meaning. Learning integrated into the experience of the individual. Often accompanied by increased self-esteem.