

A TDA TRANSITIONS INSIGHT REPORT:

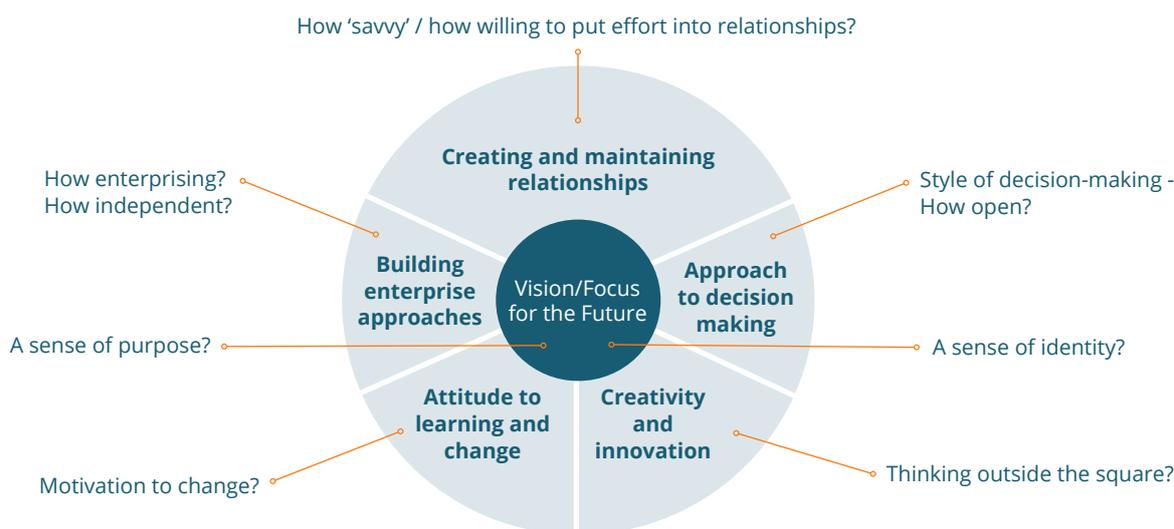
WHY DO SOME FIND NAVIGATING CAREER TRANSITION EASIER THAN OTHERS?

Article extract – Key points only

Over the years TDA has worked with many individuals in a wide variety of career transition scenarios. This article reflects the insights gained and is written for those with responsibility for commissioning outplacement & coaching assignments.

Navigating Transition: 6 Building Blocks to Develop Life Skills and Transition Capability

This model is ideal for use at the front-end of any personal transitions or development programme/ experience to trigger discussion and ownership over the real issues and opportunities that can accelerate or block progress.



Summary

Those people I have met who seem to handle change and transition more effectively have a mind-set and behaviour set that tends to look something like this:

- They have an independent and outward looking approach, i.e. they stand on their own two feet, possess a great sense of urgency and have an appreciation of "It is down to me to make things happen".
- They possess great clarity and realism on what they want to achieve and with this have a greater understanding of the journey ahead. Linked into this is typically the strong desire to achieve something that is more than money – they want to leave a mark.
- They tend to be more self-aware and understand their personal value and are more likely to take feedback constructively.
- They tend to know how to build and grow relationships and activities like networking therefore are relatively effortless.
- They tend to spot opportunities and are resourceful in the way they can create solutions to address them.
- They tend to be open to fresh ideas and are willing to explore fresh ways of thinking, i.e. they are smart learners.
- They know when to ask for help and are good at seeking people out.
- They tend to face things and not put off or prevaricate over making decisions.

TDA seeks to achieve two main outputs with their clients:

1. To enhance and develop life skills and transition capabilities
2. To foster three maturity ingredients – to encourage self-discovery, ownership for action and to build resilience

Chris is co-author of "Who Are Your Best People" (Kotze and Dunn 2010, FT / Prentice Hall) and specialises in coaching and facilitation to improve performance and to release potential.

For the full article, please contact Chris direct. To learn more of Chris' other work, please see:

www.tdatransitions.co.uk www.beingthebest.co.uk www.enterprisingfutures.co.uk

For his team empowerment work, Chris has become a CIPD 2018 finalist.

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