

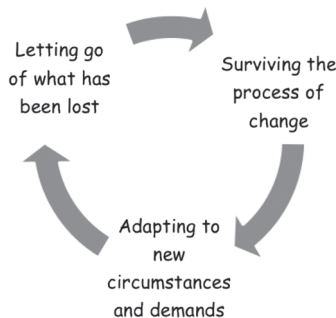
Objectives and strategies

MANAGING ROLE CHANGE

This focal area is about managing unwelcome change in a significant role, for example when a close relationship has ended or you have lost your job. This is also called *role transition*, which captures the change from old into new. This area is inevitably far-reaching because each of us performs many roles in the different areas of our lives, e.g. we may be a mother in our family, a confidante to some of our friends and a boss at work. We often have to manage change within these roles, but sometimes the magnitude or permanent nature of the change makes it difficult to come to terms with. In particular, the process of making the transition from one role to a new, different role might be difficult for us if we:

- find it hard to let go of what has been lost;
- find it hard to accept the way the change happened; and/or
- find it hard to adapt to new demands.

The strategies in this area will enable you to get an overview of the change and to identify where you are getting stuck, so that you can move ahead again, as summarized in the diagram below.



You will then examine each part of the change to clarify what is being given up, how the manner of the change is affecting your ability to adjust, and what resources you have and will need to meet the demands of your new situation (see diagram below).

