



YOU'RE NOT THE SAME —AND THAT'S OKAY

Jen Dionisio





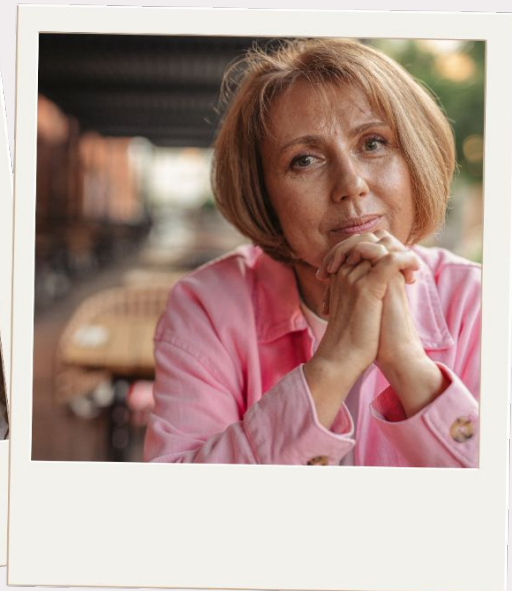
HI! I'M JEN.

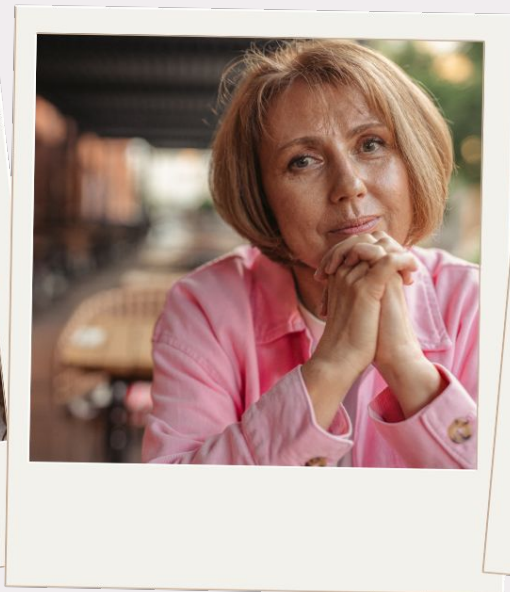
I'm the director of coaching programs at Active Voice, spent over a decade of my life in content strategy, and have been through *a lot* of big transitions.

In times of change, you can feel a lot of pressure to stay who you used to be.









We feel pressure to **look like
we have it all together**, even
when we feel totally lost.



This performance is a recipe
for **overwhelm and burnout.**



It doesn't have to be this way.





**CHANGE COMES
FOR ALL OF US**



The Bridges Transition Model (1981)



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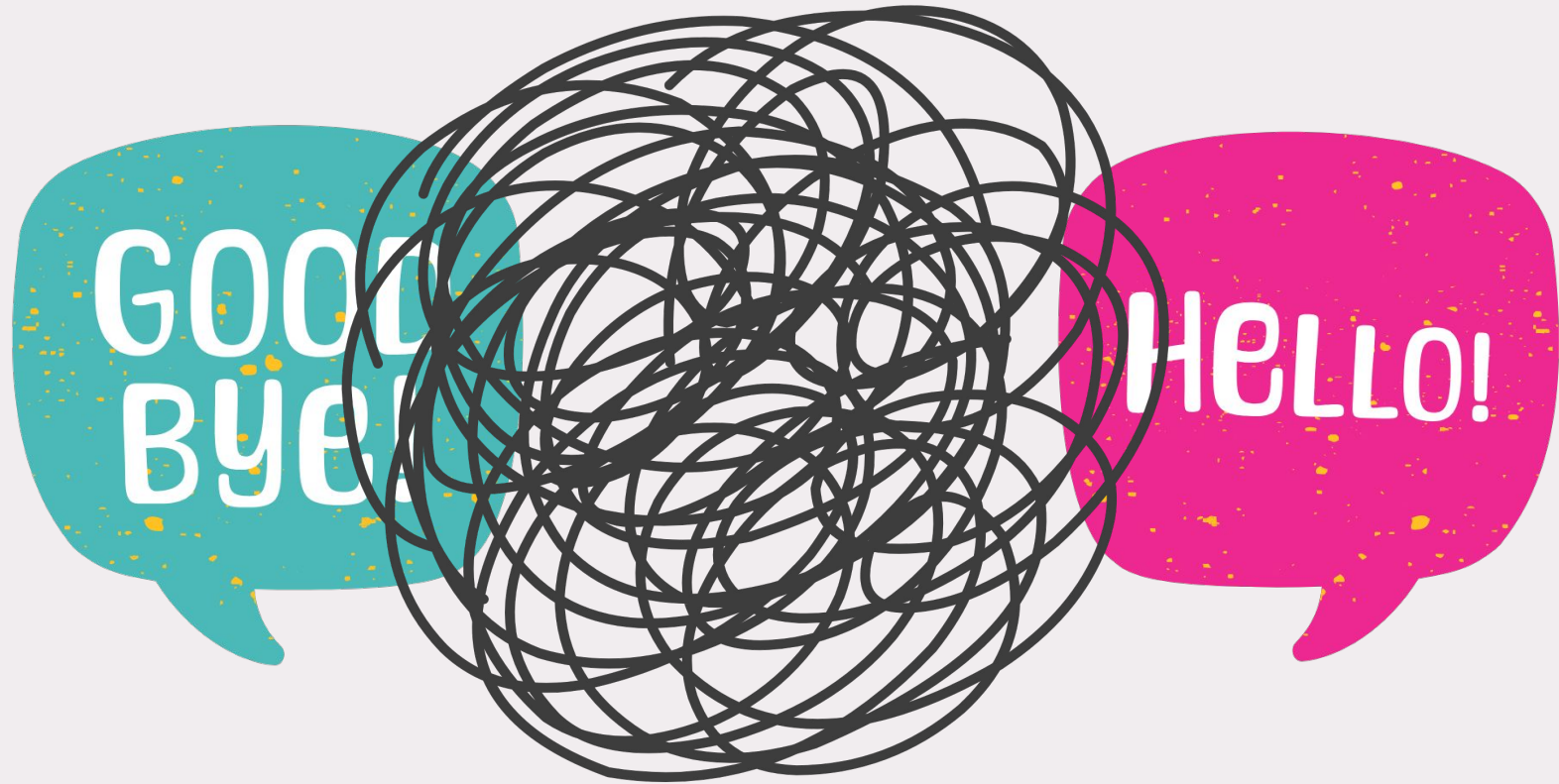


GOOD
BYE!



HELLO!

The Bridges Transition Model (1981)





GOOD
BYE!

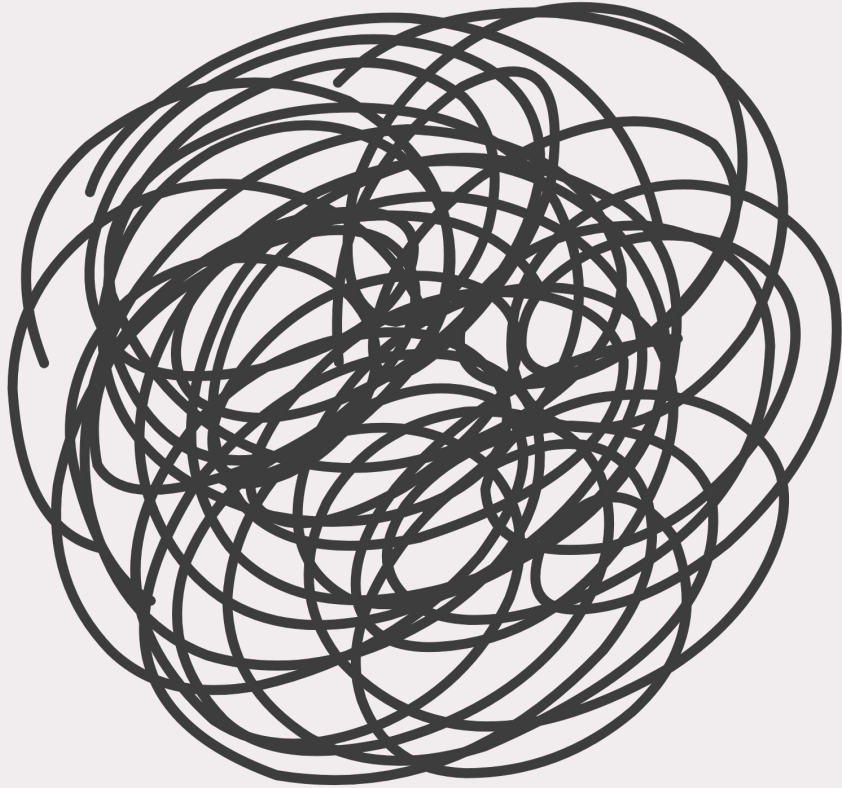
The ending

The loss of the old way of doing things, often causing emotions like denial, anger, and frustration

A new beginning

Acceptance of the change, sparking renewed energy and commitment

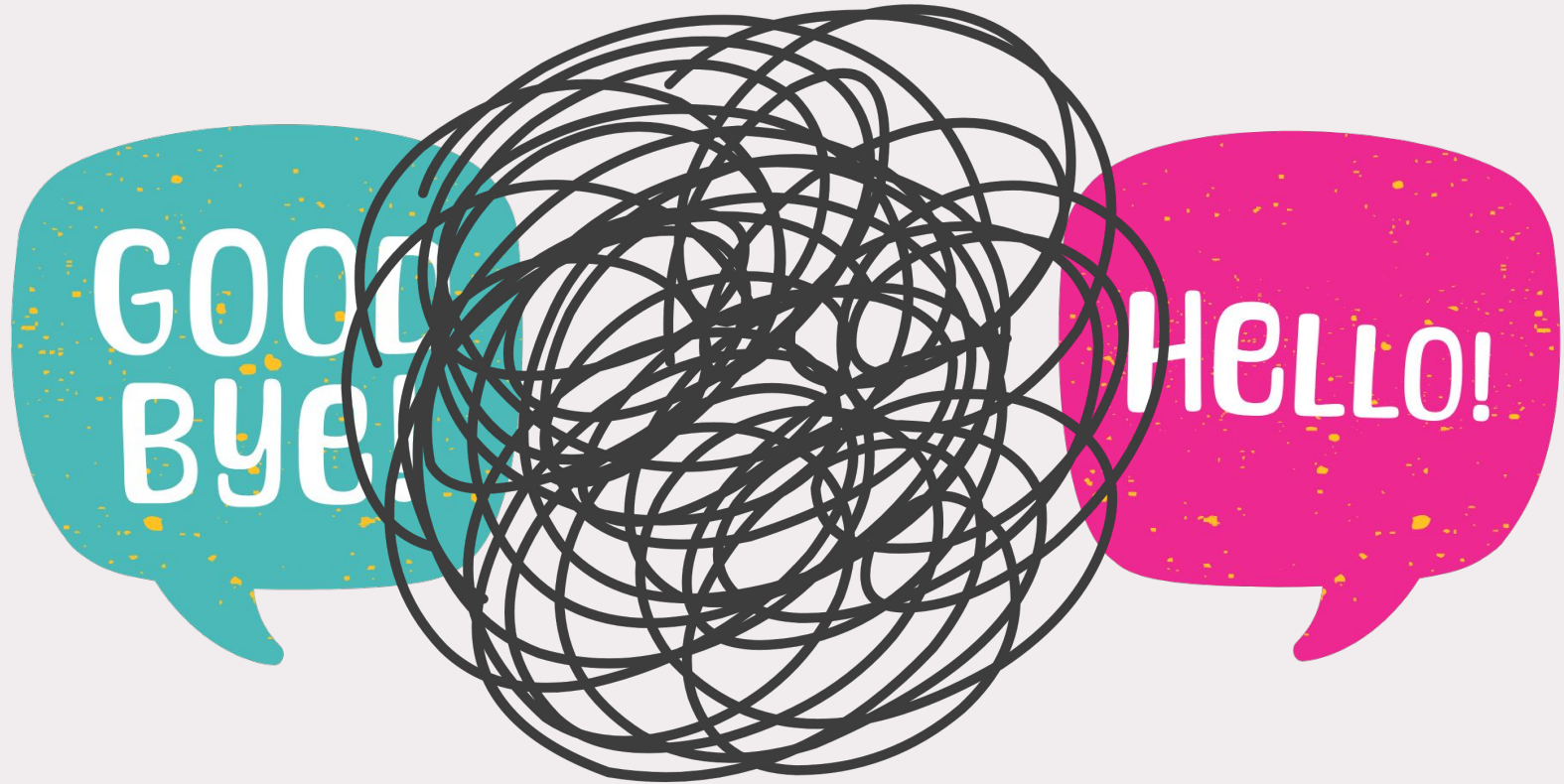




The neutral zone

An in-between time when the old is gone but the new isn't fully operational.

The Bridges Transition Model (1981)



Disruptions

Events or experiences that interrupt the everyday flow of one's life

(Bruce Feiler, 2020)



Disruptions

- Internal or external
- Voluntary or involuntary
- Individual or collective
- Personal or professional



Lifequakes

Major life events
that result in
significant
change or
upheaval


(Bruce Feiler, 2020)



Lifequakes

- Job change or job loss
- Illness or recovery
- Marriage or divorce
- Births or deaths



 What's a recent disruption or lifequake you've experienced?



You are here



GETTING OUT OF NEUTRAL



HOW TO FIND WHAT'S NEXT

1. Make peace with what's changed

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2. Reconnect with what hasn't

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3. Reset your success metrics

HOW TO FIND WHAT'S NEXT

1. **Make peace with what's changed**
2. Reconnect with what hasn't
3. Reset your success metrics

You put so much effort
into becoming someone
you can be proud of.



Then, suddenly, **none of
it feels right** anymore.



Who I was

Who I am

What changes are you experiencing in...

- Your overall health
- Your energy levels
- Your ability to focus
- Your interests and passions
- Your financial status



Accepting these changes is especially hard when **they feel like losses.**



Our brains tell us to pretend
nothing has changed—**even if it
means neglecting our needs.**



*“All the other new parents
on the team are keeping up
just fine.”*



Away from the
pressure of
**your inner
taskmaster**
would you...

- Take a PTO day to get some rest?
- Ask to move that early meeting to the afternoon?
- Delegate a high-profile ask to someone with more bandwidth?

“I’ve been a manager so long—do I even remember how to do the work?”



Away from the
pressure of
**your inner
underminer**
would you...

- Trust you still know how to be an authority on your craft?
- Feel more comfortable asking for training or feedback?
- Explore if a move to IC work feels interesting to you again?

*"I can't let my boss know
how distracted I am by
my dad's sudden illness."*



Away from the
pressure of
**your inner
people-pleaser**
would you...

- Look into what FMLA benefits you can use?
- Stop feeling guilty about taking calls with your parents' doctors?
- Tell your manager about your situation and ask for extra flexibility?

We focus on **the risks** of
appearing imperfect, but
not **the relief** of being real.




Having new needs isn't a personal failing—it's an understanding of where you are right now.



💬 What's 1 aspect of who you were *before* that no longer fits?




 What's scary about letting
that part of you go?

HOW TO FIND WHAT'S NEXT

1. Make peace with what's changed
2. **Reconnect with what hasn't**
3. Reset your success metrics

Not everything changes. Staying connected to **who you are** gives you stability in the neutral zone.



 Think back to who you were.
Which values did you hold *before*
that still matter to you *now*?

Value:


Intellectual
curiosity and
community

Old expression

- *Academic research*
- *Writing and publishing*

New expression

- *Virtual conference panels*
- *Joining communities of practice*

 What needs to change in
how you express your values to
fit who you are now?

HOW TO FIND WHAT'S NEXT

1. Make peace with what's changed
2. Reconnect with what hasn't
- 3. Reset your success metrics**

Don't be surprised if your
old goals don't resonate
with you the same way.



The new parent

"I wish my bonus was extra time off instead of extra money."



Mixed up in mid-life

*"I'd give up being
an expert for a
chance to try
something new."*



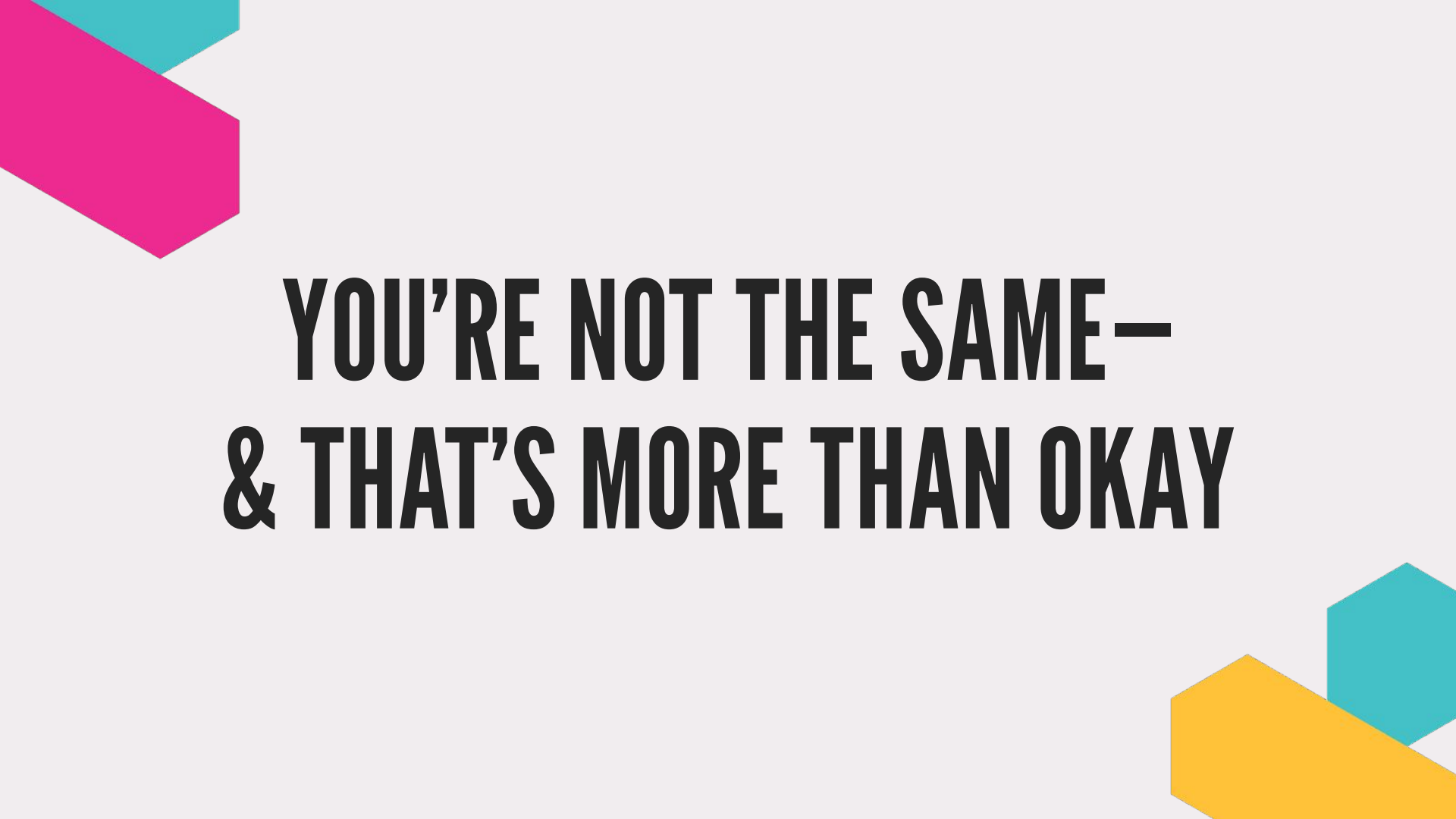
Dad's caretaker

"Right now I need predictability far more than I need prestige."



💬 What's a goal you can set that accounts for both how you've changed—and how you haven't?



The image features a light gray background with decorative geometric shapes in the corners. In the top-left corner, there are two overlapping hexagons, one pink and one teal. In the bottom-right corner, there are two overlapping hexagons, one yellow and one teal.

**YOU'RE NOT THE SAME—
& THAT'S MORE THAN OKAY**

“90% of the time people report their transition as a success, insofar as they made it through in one piece and with no permanent setbacks.”

—Bruce Feiler, *Life is in the Transitions*



You are going to find your
way through.





Thank you!

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