

## **Managing Transitions In a Difficult Time**

### ***Discussion Guide***

Thank you for participating in Just Communities' Managing Transitions in a Difficult Time webinar. This Discussion Guide will help you during the breakout group portions of the webinar. Each section corresponds to a specific breakout discussion. This guide can also be used after the webinar to facilitate discussions with your family (as well as people in other parts of your life). If you have any questions, please contact Just Communities at [info@just-communities.org](mailto:info@just-communities.org) or 805.966.2063.

Thank you,

Just Communities

#### **Break-Out Group 1 – Identifying the Changes in My Life (10 min)**

- What has changed, what is changing, and what most likely will change as a result of COVID-19?
  - For me?
  - For my family?

#### **Break-Out Group 2 – Navigating Endings (10 min)**

- What is ending for me right now? What am I losing?
- What is ending for my family? What is my family losing?
- What else might I and/or my family stand to lose or be afraid of losing as this continues?
- What is not ending for me and my family right now? What is not being lost?

Within your family, how can I:

- Help my family members clarify what is and what is not ending (what is and is not being lost)?
- Soften the changes' impact on my family as a whole and on individual family members? How can I protect everyone's interests?
- Help my family replace, redefine, or reinvent losses?
- Be sensitive to the small issues my family and/or individual family members may be dealing with? Ensure family members feel their losses are seen, acknowledged?
- Use ceremony, ritual, or symbolic events to help my family grieve and gain closure?

### Breakout Groups 3 – Navigating the Neutral Zone (10 min)

- What are people in my family confused about?
- How can I reduce confusion and increase clarity for my family?
  - Can we increase and/or improve communication to ensure everyone is getting all the information they need?
- What can I give to or create for my family to hold onto during this time of confusion, anxiety, chaos?
  - Are there temporary solutions and/or structures we can put in place?
  - How can I/we restore C.U.S.P.? (Control, Understanding, Support, Purpose)
- How could I help my family open up possibilities for creativity, innovation, and renewal?

### Breakout Groups 4 – The Marathon Effect (10 min)

*The Marathon Effect:* Because everyone moves through transition at different speeds, our emotional experience of the “race” does not match up with others. This can lead to scapegoating, blaming, and misunderstanding.

- *When have I experienced this before?*
- *Where am I in the marathon? Where are others in my family?*
- *How can I support my family through the marathon?*

### Breakout Groups 5 – Next Steps (10 min)

- What are 2 to 3 next steps I/my family can take to apply the Transitions Framework?
  - Remember to keep them “big enough to matter, but small enough to work.”
- What kind of support do I need in order to be successful? What support does my family need?
- What signs can I look for to know I / my family have been successful?

### For Future Discussion – Successful New Beginnings

- How will I/my family recognize the New Beginning when we’ve made it there?
- What are some ways my family could achieve a few quick successes, and use them to build confidence in further steps?
  - What are some changes that are:  
*“Big enough to matter but small enough to work”*
- How does my family need to be different now, both internally and behaviorally?
- How can individual family members or my family as a whole articulate our new identities and communicate it to others?
- How can we symbolize and celebrate the early successes?