

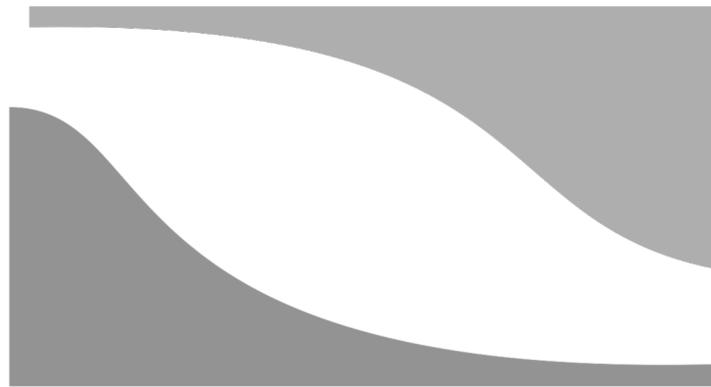
CUSP to Find Your Way

You're in the heart of a change and may feel like you are on a roller coaster with your heart in your stomach. When you said "goodbye" you may have felt like control, understanding, support, and purpose was impacted.

Use this tool to reestablish these areas and possibly find hidden opportunities during this time.

CUSP

Control
Understanding
Support
Purpose



Control

You can't control the change/transition from happening, but you can control aspects of what we're working on or doing. Finding ways to control some aspect of our work will help us feel better about and actively participate in the process.

- Establish realistic levels of output for yourself
- Create checkpoints & short-range goals
- Don't add unnecessary/unrelated changes for yourself during this time

Understanding

You may need to change your level of understanding certain aspects of the change such as the scope; leaders and influencers; impacts to your role & position; and what is expected of you.

- Actively seek out information you need
 - Collaborate w/ others who share your needs and make your needs known to information holders
 - Seek out clarity regarding the decision-making process during this time
 - Push for understanding of procedures and timelines
-
-

Support

When things change, often support systems (practical and interpersonal) might be one of the things that gets lost.

- Build/rebuild/find professional, organizational and personal support networks
 - Create temporary support structures to help get things done
 - Be proactive in supporting others
-
-

Purpose

Why is this occurring and what is the purpose/context for the change? Try not to focus on the THINGS that are changing but why. You may also feel that the sense of purpose and meaning you derived from your work has been lost.

- Regularly schedule time for yourself during this time
 - Revisit and revise career or life goals - What is your vision? What brings you satisfaction?
 - Integrate purpose into your vision
-
-

Now that you've identified the "what," begin to design the "how" and create a strategic action plan to navigate yourself through this period of change.

You may find some categories feel more relevant than others. It's okay to focus on those. After you create your own action plan, you may want to think of ways others can help you, or ways you can help them.

Strategy for:	Strategies to Rebuild			
	You	Colleagues	Family	Others
Control <ul style="list-style-type: none"> • Access to decision makers • Realistic levels of output • Milestones • Other 				
Understanding <ul style="list-style-type: none"> • Transition process • Access to information • Clarity re: decision-making process • Other 				
Support <ul style="list-style-type: none"> • Personal and business networks • Temporary systems and procedures • Other 				
Purpose <ul style="list-style-type: none"> • Career and life goals • Vision of the future • Other 				