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# The "Different Perspectives" Newsletter

It can be fun to step back and look at the world from a different angle. Here, we step back and look at commonly used words in business and life, ask a provocative question, and see what others are doing differently by applying a different lens on life. I hope you enjoy "Different Perspectives" and that you begin to step back when needed and observing what else is possible.

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November 11, 2024

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## Word Choices

**Change** - /cheɪnj/ Noun (also verb) Def - to transform or convert, to transfer from one to another, to become altered or modified.

Change seems to be a very appropriate word to discuss this week. When looking up the word "change" there were 39 total definitions for the word "change" and the word comes from the Old French word "changier" and from Latin "cambire" meaning "to exchange, barter".

We are headed for some massive change in the next 4 years and depending on

your perspective, it could be what you wanted to happen or the farthest away from what you wanted or expected. Either way, we will experience a change in leadership. How that leadership goes remains to be seen.

Change is often talked about as being the hardest thing to deal with and people tend to resist it. However, change is a transaction, a moment in time, so it is often over quickly. The hardest thing to deal with is the period of transition that follows change. If change and transition are not handled well, transition from change can be painful, long, difficult, and stressful.

Take the advice of the legendary change and transition specialist, the late Bill Bridges, who advises those undergoing change to clearly define the losses that will result from the change. Some loss is good, some is bad. It is a matter of perspective. After you have created your list of losses, then, as much as you can, identify the 4-P's of managing transitions - Purpose, Picture, Part, Plan. Since we are experiencing a major political change, you may not understand the purpose and you may not know the picture or what the change will look like when the transition is done, but you can create your own 4-P's to help yourself with the change.

1.  
Purpose - Create a reason or importance for why you will change in response to the change and transition happening.
2.  
Picture - Create a picture of what your life will look and feel like when the change and transition are done.
3.  
Part - Clearly identify what roles and responsibilities you and those close to you must have to make your new reality come true.
4.  
Plan - Create a plan with action steps to achieve your new reality that works for you.

Change is transactional. Transition is psychological.

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## Question of the Week

To take the 4-P's a step further, you can ask yourself the following questions:

1.  
Purpose - "What is important for me to hold onto and also to let go of to navigate this change and transition? During my change, what is important about me adapting and changing this change that is occurring?"
2.  
Picture - "What does my new reality look and feel like?"
3.  
Part - "What is my role in this transition? What roles need to be filled by others?"
4.  
Plan - "What steps do I need to take to improve my life? What steps can I have others take to help me? What support do I need to have in place and for what situations?"

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## Thinking Outside the Box

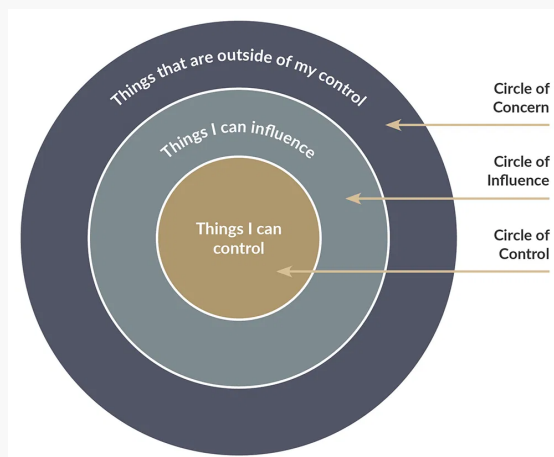
In times like these, I try not to get caught up in the news media, the gossip, and the VUCA (Volatile, Uncertain, Complex, Ambiguity) world that thrives on chaos and change. Instead, I try to remember the Circle of Control/Circle of Influence from Positive Psychology (see image below).

The inside circle is the Circle of Control which include things you can control and include your thoughts, emotions, behaviors, and beliefs. The middle circle just outside the Circle of Control is the Circle of Influence and includes things that we have influence on but can't completely control such as others behaviors, our family

have influence on but can't completely control such as others behaviors, our family plans and values, and the community groups we participate in. The outer circle is the Circle of Concern. This includes things that we have to be aware of but have no direct control over such as the weather, politics, and the news cycle.

Try pausing for a moment and think outside the box, or in this case, inside the circle, and ask yourself “what do I have control over now? What thoughts am I holding on to that may not be benefitting me right now?” “Am I holding on to an emotion that no longer has relevance to my current state?” Take control of what you can and that will begin to make these changes more manageable. Apply the exercise of listing your losses, both good and bad, and then list out the 4-P's.

Trust me, it works!



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