

Faces of Transition



Credit: 'Cheyenne', on <http://artroom411.blogspot.com/2015/05/cheyennes-ap-studio-art.html>

Some 're-entry' words

When thinking about your re-entry experience, 1) identify what you can relate to with a circle. 2) Use the blank lines to include any you think are missing. 3) Draw a line under the most prominent ones you're experiencing currently:

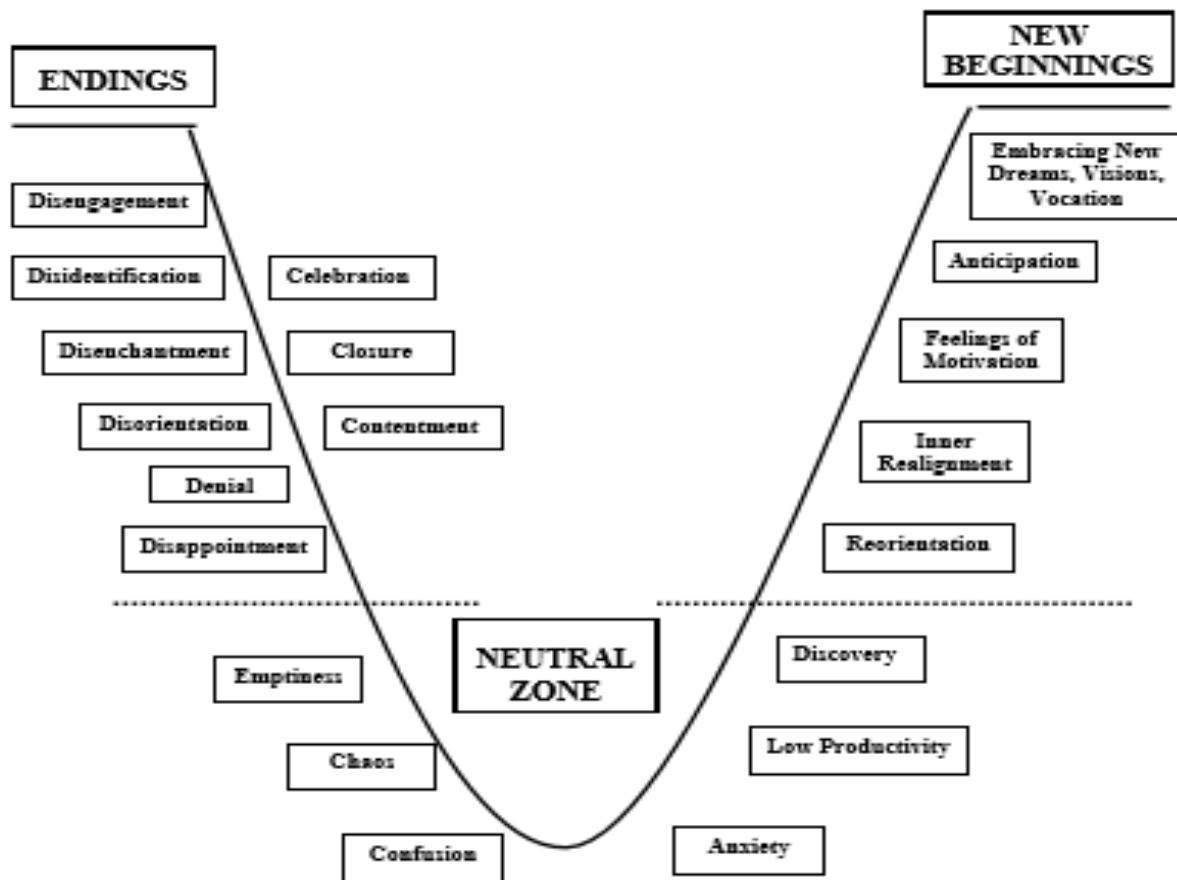
Tiredness	Lethargy	Confusion
Disorientation	Disappointment	Unfulfilled
Frustration	Irritability	Isolated
Discouragement	Resentment	Unsettled
Anxiety	Insecurity	Safe
Embarrassment	Impatience	Anger
Disgusted	Disillusionment	Superiority
Dissatisfaction	Hurt	Fear
Withdrawal	Uncertainty	Uselessness
Stressed	Contempt	Loss of motivation
Guilt	Displaced	Rejected
Elated	Relieved	Overwhelmed
Sorrow	Unfocussed	Released
Regret	Sick	Excitement
Exhaustion	Spiritually dry	Settled
Lost	Misunderstood	Free
Incompetent	Bored	Not myself
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The Transition Experience

	INVOLVEMENT	LEAVING	TRANSITION	ENTERING	INVOLVEMENT
How the group sees Me Social Status	Belonging <ul style="list-style-type: none"> • Part of “in” group • Reputation • Position • Knowing 	Celebration <ul style="list-style-type: none"> • Attention • Recognition • Farewells • Closures 	Statusless <ul style="list-style-type: none"> • Unknown • Lack of structure • Special knowledge without use 	Introducing <ul style="list-style-type: none"> • Marginality • Uncertain of position/response • Misinterpretation of behaviour 	Belonging <ul style="list-style-type: none"> • Known • Knowing • Position/Role/Status
	Committed	Distancing	Chaos	Superficial	Committed
How I see the group Social Posture	<ul style="list-style-type: none"> • Responsible • Responsive 	<ul style="list-style-type: none"> • Loosen ties • Relinquish roles • Disengage 	<ul style="list-style-type: none"> • Must initiate relationships • Isolation • Self Centred • Exaggerate problems • Ambiguity - misunderstanding 	<ul style="list-style-type: none"> • Observer • Uncertain of trust • Exaggerated behaviour • Risk taking • Search for mentor • Errors in response 	<ul style="list-style-type: none"> • Belonging • Involved • Conforming behaviour • Concern for others
	Intimacy	Denial	Anxiety	Vulnerability	Intimacy
Psychological Experience	<ul style="list-style-type: none"> • Confirmation • Security 	<ul style="list-style-type: none"> • Rejection • Resentment • Sadness • Guilt 	<ul style="list-style-type: none"> • Loss of self-esteem • Loss of continuity /sacred objects • Grief • Emotional instability • Dreams 	<ul style="list-style-type: none"> • Fear • Ambivalence • Easily hurt 	<ul style="list-style-type: none"> • Security • Affirmation
	PRESENT ORIENTATED	FUTURE/TEMPORARY	FUTURE	PRESENT/TEMPORARY	PRESENT/PERMANENT

TRANSITION CURVE

Marion Dicke, 2001
adapted from Transitions by Bridges
and The Change Cycle by Brock and Salerno



Your Re-entry feelings may be stronger in the following situations:

- Where you had a lot of stress
- Where you have changed a lot.
- Where your home culture has changed a lot while you were away.
- Where you have spent a lot of time away from your home culture.
- Where your host culture is vastly different from your home culture.
- Where you unexpectedly left your host culture.
- Where your personality adapts slowly to change.
- Where you are unsure of what you will do in your home culture.
- Where those who receive you have difference of inner values.
- Where you are leaving the mission that arranged things like homes, transport, insurance, and utilities.

Assessing Expectations:

Expectations play a huge role in how well and how quickly we adjust to new situations and circumstances. However, they are often not realised until they are UNMET. This can leave us feeling unsettled, disappointed, and frustrated. Identifying your expectations during times of transition and communicating those when appropriate will help alleviate some of the hidden stress that can ultimately contribute to burnout.

Take a moment to think back to the expectations you had before you arrived in your host culture. List them here:

Now think about the expectations you had for your ministry overseas. List some here:

Finally, think about the expectations you had about returning home. List them here:

Life prior to mission: _____ years My missionary journey lasted: _____ years I have been “home” for: _____ year(s) _____

Draw a stress line beginning with “normal” (the time prior to your cross cultural experience) that continues through your time away, and ends with your return “home” until now. Label significant events that caused stress peaks.

High
stress



Moderate
stress



Baseline or “normal”

Low
stress

Holmes-Rahe Scale

* Adapted for overseas life by Heartstream and by Pioneers

Please mark events occurring in your last term. If any events occur more than once, multiply the score

1. Death of a spouse or child	100
2. Divorce	73
3. Marital separation	65
4. Jail /personal assault*/terrorism near you*	63
5. Death of a close family member	63
6. Move to a foreign country*	63
7. Personal injury or serious illness	53
8. Marriage	50
9. Live/work in a foreign culture*	50
10. Learn a new language in a foreign culture*	47
11. Fired at work/released from team*	47
12. Marital reconciliation	45
13. Retirement/resignation from team*	45
14. Change in health of a family member	44
15. Pregnancy	40
16. Difficulties in sexual life	39
17. Gain of a new family member	39
18. Do support discovery/support raising*	39
19. Business readjustment/team role change*	39
20. Change in financial state	38
21. Learning to live without a fixed salary*	38
22. Death of a close friend/teammate*	37
23. Leaving all relatives and close friends*	37
24. Change to a different line of work/role*	36
25. Change in number of arguments with spouse	35
26. Debt* over \$100,000	31
27. Foreclosure of mortgage or loan	30
28. Attend candidate program to be evaluated*	30
29. Change in responsibilities at work/on team*	29
30. Son or daughter leaving home	29
31. Trouble with in-laws	29

32. Outstanding personal achievement	28
33. Spouse begins or ends work	26
34. Change in living conditions	25
35. Revision of personal habits	24
36. Trouble with boss/field leader*/teammate*	23
37. Being misunderstood by family/relatives*	23
38. Adjusting to new climate*	22
39. Change in work hours or conditions	20
40. Change in residence	20
41. Change in schools	20
42. Change in recreation	19
43. Change in church activities	19
44. Change in social activities	18
45. Change in level of physical activities*	18
46. Debt* less than \$100,000	17
47. Frequent travel away from home*	16
48. Change in sleep patterns	16
49. Change in number of family get-togethers	15
50. Making new friends	15
51. Change in eating habits/foods available*	15
52. Vacation	13
53. Major holidays	12
54. Minor violations of law/status in country*	11
55. Other stresses not listed	—
56. Other stresses not listed	—
57. Other stresses not listed	—
58. Other stresses not listed	—
59. Other stresses not listed	—
60. Other stresses not listed	—

YOUR TOTAL: _____

Studies performed in the United States show that 200 points in one year increases the risk for serious physical illness or a serious psychological problem within the next 2 years. The average overseas worker we have seen has about 600 points a year, and still functions reasonably well because of a high level of commitment and enhanced coping abilities.

50 common signs and symptoms of stress

1. Frequent headaches, jaw clenching or pain	18. Sudden attacks of life threatening panic	35. Nervous habits, fidgeting, feet tapping
2. Gritting, grinding teeth	19. Chest pain, palpitations, rapid pulse	36. Increased frustration, irritability, edginess
3. Stuttering or stammering	20. Frequent urination	37. Overreaction to petty annoyances
4. Tremors, trembling of lips, hands	21. Diminished sexual desire or performance	38. Increased number of minor accidents
5. Neck ache, back pain, muscle spasms	22. Excess anxiety, worry, guilt, nervousness	39. Obsessive or compulsive behaviour
6. Light headedness, faintness, dizziness	23. Increased anger, frustration, hostility	40. Reduced work efficiency or productivity
7. Ringing, buzzing or "popping sounds"	24. Depression, frequent or wild mood swings	41. Lies or excuses to cover up poor work
8. Frequent blushing, sweating	25. Increased or decreased appetite	42. Rapid or mumbled speech
9. Cold or sweaty hands, feet	26. Insomnia, nightmares, disturbing dreams	43. Excessive defensiveness or suspiciousness
10. Dry mouth, problems swallowing	27. Difficulty concentrating, racing thoughts	44. Problems in communication, sharing
11. Frequent colds, infections, herpes sores	28. Trouble learning new information	45. Social withdrawal and isolation
12. Rashes, itching, hives, "goose bumps"	29. Forgetfulness, disorganization, confusion	46. Constant tiredness, weakness, fatigue
13. Unexplained or frequent "allergy" attacks	30. Difficulty in making decisions	47. Frequent use of over-the-counter drugs
14. Heartburn, stomach pain, nausea	31. Feeling overloaded or overwhelmed	48. Weight gain or loss without diet
15. Excess belching, flatulence	32. Frequent crying spells or suicidal thoughts	49. Increased smoking, alcohol or drug use
16. Constipation, diarrhoea, loss of control	33. Feelings of loneliness or worthlessness	50. Excessive gambling or impulse buying
17. Difficulty breathing, frequent sighing	34. Little interest in appearance, punctuality	

While stress is a normal part of everyday life, if you, or those you love, are experiencing several, ongoing symptoms associated with stress without improvement, seek professional help. A good stress-management plan of healthy diet, regular exercise, and good sleep is essential. Prolonged stress alters the brain chemistry and may require medication to set things back in order. Your GP can help to assess this and advise a plan that works for you.

Ways to increase coping capacity:

Checklist for the Returnee:

- Take your time
- Arrange temporary structures
- Don't act for the sake of action
- Recognise why you are uncomfortable
- Take care of yourself in little ways
- Explore the fun and opportunity-rich sides of change
- Get someone to talk to
- Find out what is waiting in the wings of your life
- Use this transition as the impetus to a new area of learning
- Recognise that it is normal to find transition hard

WHO I AM... Write your name in the cloud, then draw lines & label all current roles/identities.

WHO I'VE BEEN... Draw lines & label past roles/identities. Place (parenthesis) around these.

WHO I'D LIKE TO BE... Draw a line & label possible future roles. Circle these.

