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Coping with Life Transitions: Managing Major Changes within the Civil Service

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- **Understanding Life Transitions**
- **Life Transitions in the Civil Service**
- **Managing Life Transitions**
- **Support Available to Civil Service Staff**
- **Conclusion**

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UNDERSTANDING LIFE TRANSITIONS?

Schlossberg (1981, 1995) defines a transition as any event or non-event that results in a change in roles, relationships, routines, or assumptions about oneself and the world.



UNDERSTANDING LIFE TRANSITIONS?

Work related life transitions are major shifts in your job, role, or relationship to work that change your responsibilities, identity, or daily routine.

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TYPES OF LIFE TRANSITIONS?

- Developmental
- Career and educational
- Relationship
- Health
- Geographic
- Death

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LIFE TRANSITIONS IN THE CIVIL SERVICE

Life transitions in the Civil Service may occur through:

- Postings
- Transfer
- Conversion
- Trainings (Local or International)
- Promotion, and or appointments to higher roles, etc

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Life Transitions in the Civil Service

- Change in government and leadership
 - Restructuring of MDs (new policies or reforms)
 - Failed promotion assessments/Interviews
- Ill health
- Retirement
- Bereavement

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Phases of Transitions

1. Ending phase

2. Middle phase

3. Beginning phase

(Bridges, 2001; Schlossberg, 1995)



Managing Transitions

- Situation
- Self
- Support
- Strategies

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COPING STRATEGIES

- Accept the change rather than fight it.
- Keep some familiar routines while gradually creating new ones.
- Gather as much information as you can about your new role etc
- Get emotional support
- Look for meaning and growth in the experience
- Activate your creative side. Explore a new hobby,
- Seek career mentoring
- Be optimistic

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COPING STRATEGIES

Use available support services such as

- Speaking with trusted supervisors or colleagues
- The Career Management Directorate (CMD)
- Client Unit
- Civil Service Employee Assistance Programme (CSEAP)

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BENEFITS OF TRANSITIONS

Growth opportunities

Developing different aspects of yourself

Strengthen coping skills.

Spark innovation and creativity.

Self-discovery

Empathy

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CONCLUSION/REFLECTION

How do I see this change?

How is it likely to impact my life?

What do I need to embrace?

What do I need to let go?

What new skill and knowledge gaps do I need to fill?

How can I cope or what form of support do I require?

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TRANSITIONS ARE PART OF THE
GROWTH PROCESS, EMBRACE IT.
BE POSITIVE!!

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***IF YOU ARE EXPERIENCING CHALLENGES ADJUSTING TO A
WORK OR PERSONAL TRANSITION, SUPPORT IS AVAILABLE***

Call/WhatsApp: 050 333 7119

EMAIL: cseap@ohcs.gov.gh

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CIVIL SERVICE EMPLOYEE ASSISTANCE PROGRAMME



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