

YOUR RESULTS: IDENTITY RED

Navigate Transition Assessment - Interpretation Guide

What Your Results Mean

Your assessment has identified **Identity** as a red zone.

This means: You're struggling with the fundamental question of who you are outside of your current role. Your sense of self has been deeply intertwined with your professional identity, and the prospect of leaving feels like losing yourself.

You're not alone. Identity struggles are common in career transition, though often unspoken. This is the deepest of the three reds - and the most transformative to resolve.

Understanding Identity Red

What Identity Actually Is

Identity Red isn't "not knowing who you are." You know yourself - but that self has been defined by your professional role for so long that separation feels impossible. In the MxLxI framework, Identity represents:

- **Self-Definition** - Who are you when you're not "in this role"?
- **Value Translation** - What matters to you beyond current metrics of success?
- **Role Continuity** - How do your values persist across contexts?
- **Future Self** - Who can you become that feels authentic?
- **Embodied Confidence** - Believing you belong in new contexts

Why It Shows as Red

Your Identity score is red because one or more of these is happening:

1. **Identity Fusion** - You ARE your work, not just someone who DOES this work
 2. **Values Confusion** - Everything you valued was defined by your role
 3. **Status Loss Fear** - Leaving means becoming "nobody"
 4. **Authenticity Anxiety** - "I won't be myself in another role"
 5. **Belonging Uncertainty** - "Where do I fit if not here?"
 6. **Legacy Concerns** - "All those years meant nothing"
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What This Looks Like in Real Life

Common Signs of Identity Red:

In Your Thinking:

- "If I'm not in this role, who am I?"
- "Everything I've worked for will be wasted"
- "I'll just be another corporate drone / generic professional"
- "No one outside this field will understand me"
- "I won't be intellectually fulfilled anywhere else"
- "Leaving means I failed"

In Your Behaviour:

- Staying in your role despite misery (identity > wellbeing)
- Avoiding telling people you're leaving
- Clinging to professional credentials and titles
- Dismissing other types of work as beneath you
- Mourning your "old self" constantly
- Unable to imagine yourself in other roles

In Your Emotions:

- Grief and loss (as if someone died)
- Shame about leaving ("I'm a quitter")
- Fear of becoming irrelevant
- Anger at having to change
- Emptiness when thinking about the future
- Imposter feelings about new professional identities

🔍 Why Identity Red Happens

The Professional Identity Machine

Certain careers don't just employ you - they colonise your identity:

1. **Total Institution Dynamics**
2. The role shapes all aspects of life
3. Work/life boundaries dissolve
4. Your social circle comes from this world
5. Your worth is your output
6. Result: "I don't exist outside this"
7. **Prestige and Status**
8. Social capital tied to your title
9. Professional superiority messaging
10. "Real professionals" vs. "those who couldn't hack it"
11. Result: "Leaving means becoming less-than"
12. **Calling Ideology**
13. The role as vocation, not job

14. Sacrifice as proof of commitment
15. "Real professionals" never leave
16. Result: "Leaving means I wasn't truly committed"
17. **Delayed Gratification System**
18. Spent years becoming "this professional"
19. Identity formation through struggle
20. Rites of passage and credentialing
21. Result: "All that suffering must mean something"
22. **Specialised Identity**
23. Your expertise as core identity
24. Fear of "wasting" your skills
25. Other work = death of what makes you special
26. Result: "I'll lose what makes me unique"

The Transition Crisis

When you contemplate leaving, Identity Red intensifies because:

- You're losing the role that defined you for years or decades
- You're questioning the values that structured your life
- You're facing status loss in a prestige-focused system
- You're grieving the future self you'd imagined
- You're reconstructing identity without a blueprint

This is normal. This is fixable.

What Happens Next

The Good News

Identity Red is the deepest of the three reds, but it's also:

- The most transformative to resolve
- The gateway to authentic fulfilment
- The foundation for long-term satisfaction
- The work that prevents future regret

You don't lose yourself by leaving. You find yourself.

What Fixing Identity Red Looks Like

When your Identity moves from red to amber to green, you'll notice:

Weeks 1-3: Recognition

- You distinguish your role from your values
- You identify core values independent of context

- You recognise the stories you've been telling yourself
- You begin grieving what you're actually losing (vs. what you fear losing)

Weeks 4-6: Translation

- You articulate your values in broader language
- You see how your identity can persist across contexts
- You identify what truly matters (vs. what you were told should matter)
- You experiment with new identity narratives

Weeks 7-10: Integration

- You feel authentic in different contexts
- You maintain what matters without the specific role
- You embrace multiple identities simultaneously
- You trust your "new self" is still "you"

Long-term: Embodied Identity

- You introduce yourself without leading with your former role
- You feel belonging outside your old world
- You pursue meaningful work on your terms
- You know who you are regardless of where you work

✳ Your Three Options for Working on This

Option 1: Self-Study (FREE)

What you get:

- This interpretation guide (you're reading it now)
- 7-day email course on understanding your Identity Red
- Values clarification worksheets
- Weekly check-in emails with reflection prompts

Best for:

- People comfortable with deep self-reflection
- Those who process identity through writing
- Anyone wanting to explore before committing

Honest limitation:

- Identity work is hard to do alone
- No one to challenge your narratives
- No guidance through the grief process
- No support during identity experimentation

Option 2: Fix Your Red Bundle (£97)

What you get:

- Complete Identity Red Workbook (38 pages, 17 exercises)
- 2 × 30-minute check-in calls with me
- 4 weeks of email support for questions
- Self-paced identity reconstruction work

Best for:

- People who want structure for identity work
- Those needing occasional expert reflection
- Anyone wanting to test the approach before deeper commitment

What happens:

1. You purchase the bundle
2. You receive the Identity Workbook immediately
3. You work through the four-layer identity model
4. You book two 30-minute calls for:
 - Processing your identity story
 - Translating values across contexts
 - Getting unstuck on identity narratives
 - Building confidence in new identities
5. You email questions anytime in 4 weeks

The check-in calls help you:

- Identify which parts of professional identity to keep
 - Translate your values to different contexts
 - Process the grief of identity transition
 - Build confidence in experimenting with new roles
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Option 3: Complete Transition Programme (£1,497)**What you get:**

- Full assessment results deep dive session
- 5 × 60-minute coaching sessions over 10 weeks
- All relevant workbooks (customised to your reds)
- Between-session email support
- Structured identity reconstruction process
- Accountability through the grief and experimentation phases

Best for:

- People who recognise identity work needs support
- Those working through grief alongside practical transition
- Anyone needing accountability to do the deep work
- People ready to invest in complete transformation

What happens:

1. Session 0: Deep dive into your assessment results
2. Sessions 1-3: Work specifically on your Identity Red
 - Four-layer identity mapping
 - Values translation across contexts
 - Identity experimentation and integration
3. Sessions 4-5: Build momentum with new identity grounding
4. Between sessions: You practise new identity narratives
5. Post-programme: Embodied confidence in authentic self

Why this matters for Identity Red:

- Identity reconstruction is vulnerable work
- Having a guide prevents getting lost in grief
- Regular sessions provide accountability for experimentation

- You don't have to figure out "who you are" alone
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What's Actually in the Identity Red Workbook

If you choose Option 2 or 3, here's what you'll work through:

Session 1 Content: Who Are You Really?

Core Question: What parts of your identity are you vs. professional role?

Exercises:

- The Four-Layer Identity Model
- Core self (what's always been true)
- Professional role (what was shaped by context)
- Current narrative (stories you tell about yourself)
- Possible futures (who you could become)
- Identity audit (keep/transform/release)
- Values independent of context
- Meaningful work beyond specific roles

Outcome: You'll distinguish between your authentic self and the role you've been playing.

Session 2 Content: Bridging Past to Future

Core Question: How does your identity persist across this change?

Exercises:

- Values translation practice
- Identity continuity mapping
- Reframing your professional experience
- Multiple identity integration
- New identity narrative drafting

Outcome: You'll see how you remain yourself whilst changing contexts, roles, and communities.

Session 3 Content: Embodying New Identity (Optional)

Core Question: How do you build confidence in your new self?

Exercises:

- Identity experimentation plan
- Confidence building practices
- Belonging cultivation strategies
- Response scripting (when people ask what you do)
- Future self visualisation

Outcome: You'll feel authentic and confident introducing yourself in different contexts.

🎯 The Identity Truth Bombs

Here's what you need to know:

Truth 1: You Are Not Your Job

Your professional role \neq your identity

You are:

- Curious (not "specialist")
- Analytical (not "expert")
- Communicative (not "professional title")
- Driven (not "career track")

These qualities persist regardless of employer or role.

Truth 2: Leaving Doesn't Waste Your Experience

Your training shaped who you are, and that's valuable everywhere

Your career gave you:

- Ability to master complex domains quickly
- Comfort with ambiguity and uncertainty
- Persistence through long-term projects
- Critical thinking and analysis
- Communication across audiences

None of this disappears when you leave.

Truth 3: Meaningful Work Exists Everywhere

Your field doesn't have a monopoly on fulfilment

Meaningful work exists in:

- Different industries (solving important problems)
- Different sectors (mission-driven organisations)
- Different roles (applying your strengths differently)
- Portfolio careers (mixing multiple interests)
- Social enterprises (blending purpose and income)

Truth 4: Status Is Contextual

Your current status \neq status elsewhere

Outside your field:

- Impact matters more than credentials
- Results matter more than titles
- Collaboration matters more than solo expertise
- You'll find new sources of status and respect

Truth 5: You Can Grieve AND Move Forward

Loss is real, and so is possibility

You ARE losing something:

- A particular community
- A specific status system
- A familiar identity
- The future you'd imagined

AND you're gaining:

- Freedom to define yourself
- Broader impact potential
- Better work-life integration
- New communities and belonging

Both can be true.

What People with Identity Red Have Experienced

Here's what this looks like in practice:

Emma, former senior lawyer:

"I thought leaving law meant betraying my intellectual self. The workbook helped me see I was MORE engaged with ideas outside legal practice - I just wasn't performing for a narrow audience anymore. My identity got bigger, not smaller."

David, ex-management consultant:

"The four-layer identity model changed everything. I realised 'consultant' was a role I'd been playing, not who I fundamentally am. That distinction freed me to explore other ways of being myself."

Priya, former charity director:

"I grieved for months - the programme gave me permission to mourn AND move forward simultaneously. I didn't have to pretend leaving was easy or that I had no regrets."

Michael, ex-headteacher:

"Having Paul as a sounding board during identity reconstruction was crucial. I was too close to see my own patterns. He helped me separate truth from professional conditioning."

Sophie, former doctor:

"I was terrified I'd become intellectually dead in a 'normal job.' Instead, I found I'm MORE engaged - I'm solving real problems for real people, not just maintaining a system. My identity evolved, it didn't die."

Your Next Steps

Immediate (This Week):

1. **Acknowledge the grief**
2. Your Identity Red is real loss, not weakness
3. You're mourning a version of yourself
4. This is part of the process, not a failure
5. **Decide your path forward**

6. Option 1: Continue with free email course
 7. Option 2: Get the £97 Fix Your Red Bundle for guided identity work
 8. Option 3: Book a discovery call for the Complete Programme
 9. **Take one identity action**
 10. Write about one core value that transcends your role
 11. Introduce yourself without mentioning your title
 12. Name one thing that would be true about you in ANY context
 13. ANYTHING that separates "you" from "professional you"
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If You Choose Option 1 (FREE):

You'll receive over the next 7 days:

- Day 1: Understanding Identity Red (this guide)
- Day 2: The Four-Layer Identity Model
- Day 3: Values Independent of Context
- Day 4: Role vs. Core Self
- Day 5: Identity Translation Practice
- Day 6: Grief and Growth Simultaneously
- Day 7: Your New Identity Narrative

These emails will arrive daily.

If You Choose Option 2 (£97 Bundle):

You'll receive immediately:

- Complete Identity Red Workbook (38 pages, 17 exercises)
- Four-layer identity frameworks
- Values translation tools
- Identity narrative builders
- Booking link for your first 30-min check-in call
- 4-week email support access

Ready to start?

👉 [Get the Fix Your Red Bundle](#)

If You Choose Option 3 (£1,497 Programme):

Book a free 20-minute discovery call to:

- Discuss your specific identity struggles
- Understand how deep identity work unfolds
- Explore whether you're ready for this work
- Determine if it's the right fit
- Ask any questions

Ready to explore?

👉 [Book Your Discovery Call](#)

The Real Question

Who do you want to be?

Not who should you be.

Not who your field says you should be.

Not who would make others proud.

Not who would prove you didn't "fail."

Who do YOU want to be?

This is the hardest and most important question you'll answer during your transition.

And you can't answer it whilst still defining yourself entirely through your current role.

Remember This

Identity Red is not a character flaw or weakness.

It's evidence that:

- You took your career seriously
- You invested deeply in your role
- You have integrity (you don't take identity lightly)
- You're grappling with real loss

But staying stuck in Identity Red means:

- You'll never leave (even if miserable)
- OR you'll leave but feel lost and inauthentic
- OR you'll leave but constantly look back with regret

Resolving Identity Red means:

- You know who you are beyond your job title
- You carry forward what matters, release what doesn't
- You feel authentic wherever you go
- You build a future self you're excited to become

This work is hard. But it's also the most important work you'll do.

Questions?

Email: paul@movingon.world

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You don't have to reconstruct your identity alone.
