**Transition Model For Humans**

The best-selling book *Managing Transitions* (Da Capo Lifelong Books, 2017, <https://wmbridges.com/books>) by William and Susan Bridges introduces the concept of a *transition*, which refers to the process of how people respond emotionally to a change. It describes a three-stage Transition Model:

1. ***Ending, Losing, and Letting Go*—** The period of emotional upheaval and resistance when people are presented with a change that forces them out of their comfort zone. They often mourn the loss of the old way of doing things. For example, when people reorganize into cross-functional teams, they miss their former teammates. Similarly, a data modeling group that owns the global data model will be threatened by the idea of each service having its own data model.
2. ***The Neutral Zone*—** The intermediate stage between the old and new ways of doing things, where people are often confused. They are often struggling to learn the new way of doing things.
3. ***The New Beginning*—** The final stage where people have enthusiastically embraced the new way of doing things and are starting to experience the benefits.