

RESET & REBUILD: A CAREER STRATEGY SESSION FOR UN PROFESSIONALS



SUPPORT, TOOLS, AND DIRECTION FOR
NAVIGATING CHANGE


GENEVA LEARNING
NETWORK


IOM
UN MIGRATION

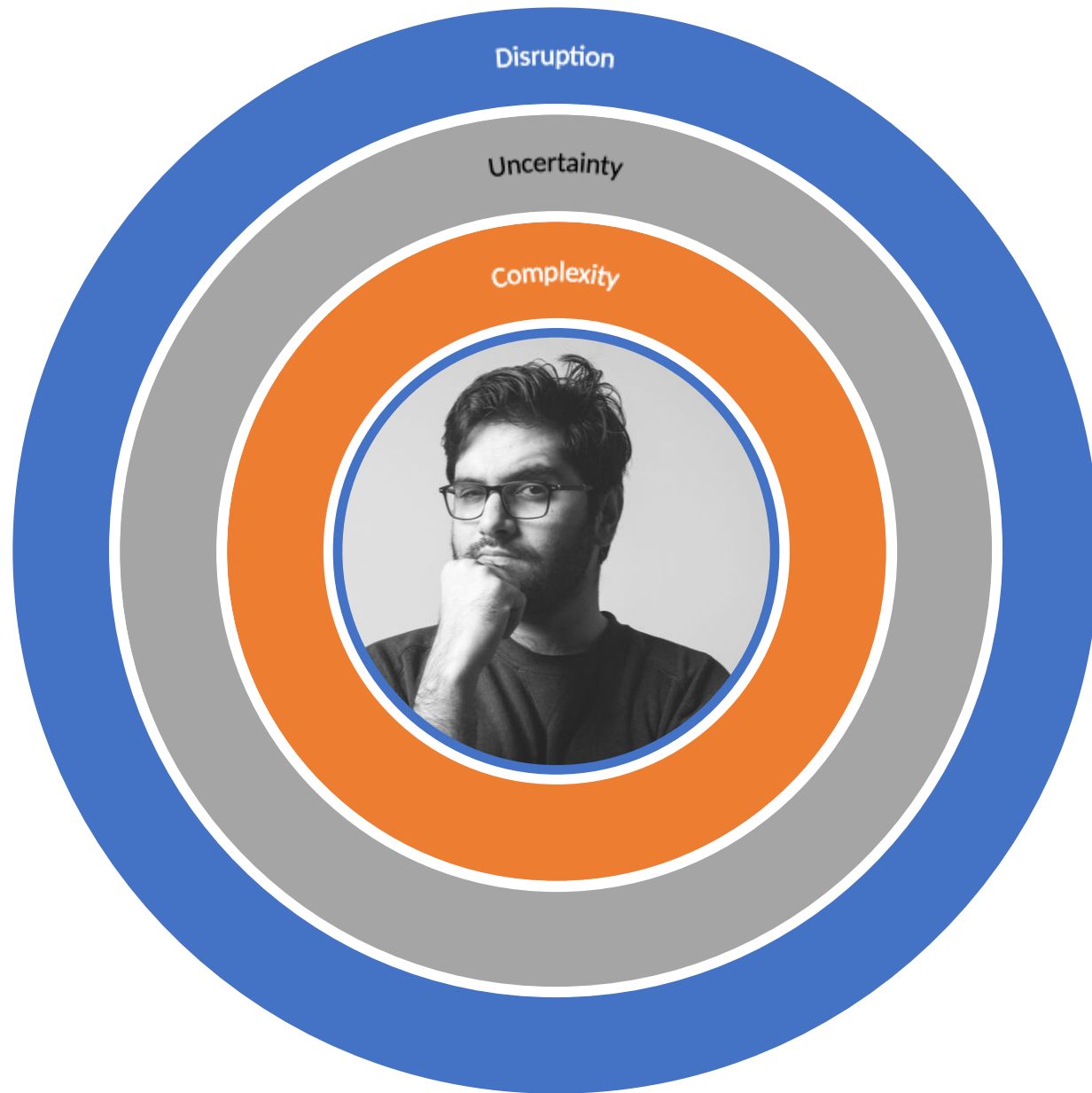

CAREER TIPS
THURSDAY


World Health
Organization

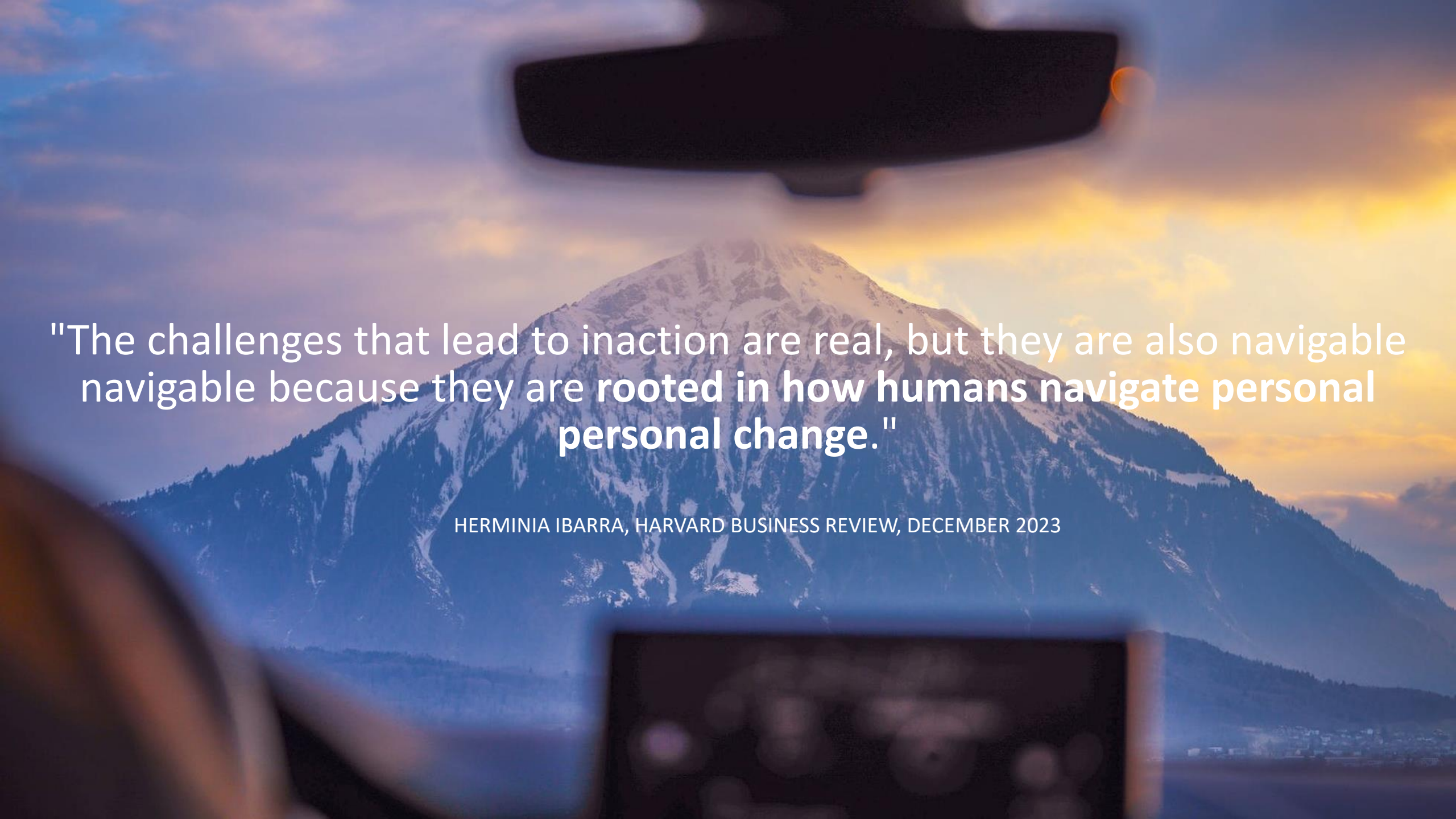

in®



The invitation today



- **Disruption** happens
- We **feel uncertain**
- **Change** happens
(career shock)
- **Obstacles** are real
- **Complexity**
overwhelms planning
- **Inaction** erodes
confidence



"The challenges that lead to inaction are real, but they are also navigable
navigable because they are **rooted in how humans navigate personal
personal change.**"

HERMINIA IBARRA, HARVARD BUSINESS REVIEW, DECEMBER 2023

How do humans navigate personal change?

Change vs Transition

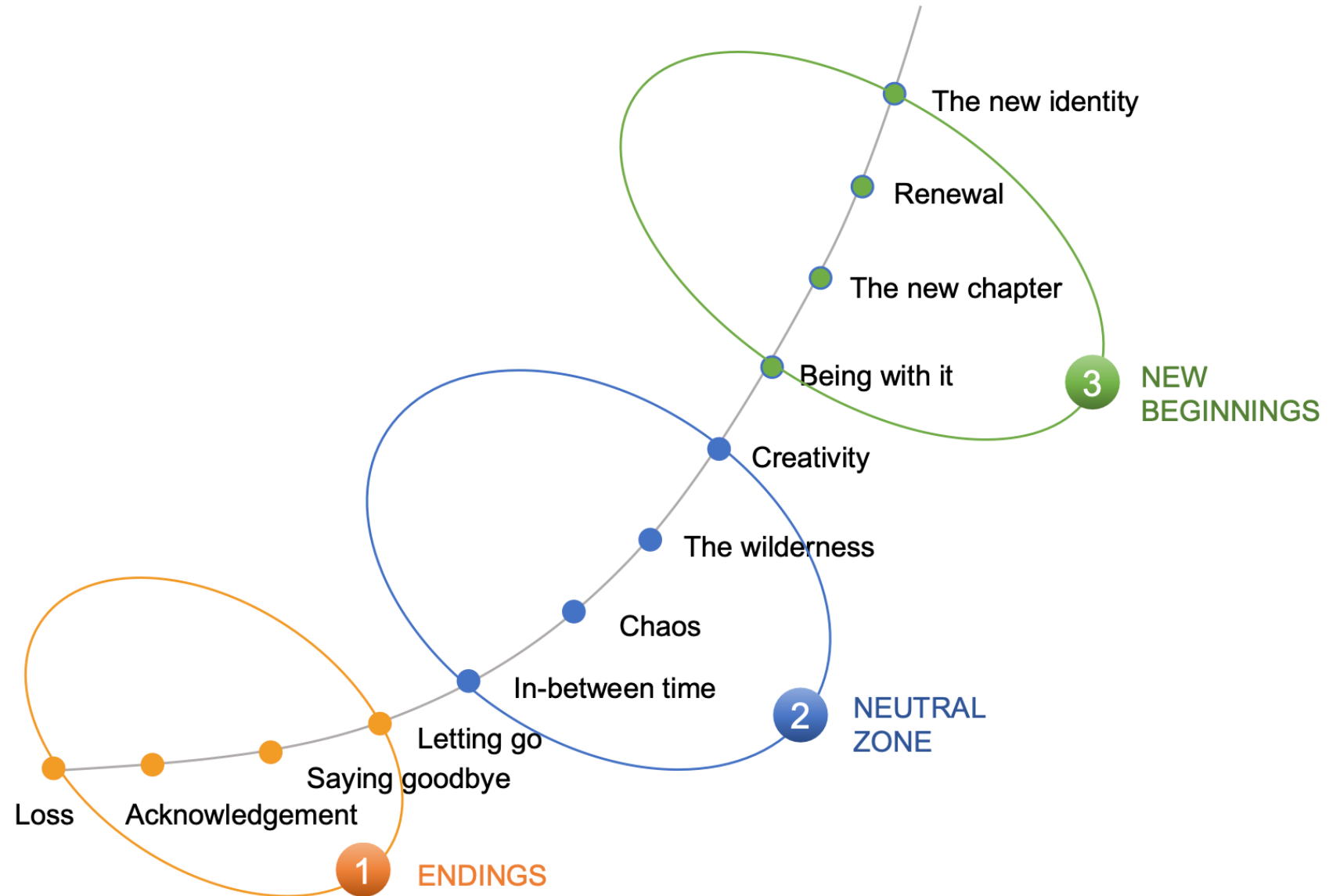
MLA (7th ed.) Bridges, William. Managing Transitions: Making the Most of Change. Reading, Mass: Addison-Wesley, 1991.



Transition has has 3 phases

"The natural process of disorientation and re-orientation that marks the turning points in the path of growth".

MLA (7th ed.) Bridges, William. Managing Transitions: Making the Most of Change. Reading, Mass: Addison-Wesley, 1991.



KEY QUESTION

Which challenges can I
anticipate in each phase?

QUOTE BY WILLIAM BRIDGES

"If we skip the **inner work** of transition, we carrying old mindsets into new situations—and losing the chance to grow through change."

PHASE 1

Ending

Definition: The psychological process of letting go.

- 1. Challenge:** Determine your level of emotional attachment, acknowledge the invisible losses.
- 2. Mindset:** Finish well. Endings deserve care, not avoidance.
- 3. What helps:** Let us try something now, then use the toolkit.

PHASE 1

Exercise: Identify the Invisible Losses

Answer yes or no to each
statement

1. **Purpose:** “My work...it wasn’t just a job — it was my way of contributing to something larger than myself. Now...”
2. **Belonging:** “The team was very important to me. We worked under pressure, built trust, shared jokes no one else would get. Now...”
3. **Status:** “I had a key role in the office, it gave me status, influence, and credibility. Now...”
4. **Structure:** “My days had structure — briefings, coordination calls, field visits. Now...”



Toolkit: The "Finishing Well" Checklist

1. **Acknowledge the loss** – Recognize and name what you're leaving behind.
2. **Reflect before reacting** – Pause to process emotions before rushing into "what's next."
3. **Honor the contribution** – Celebrate your impact, relationships, and growth from this chapter.
4. **Say intentional goodbyes** – Close with clarity and respect — to colleagues, partners, and the mission.
5. **Capture learnings** – Document key lessons, successes, and insights for future reference.
6. **Update your narrative** – Reframe your story - question failure or blame based narratives.
7. **Preserve key relationships** – Stay connected with people who matter for support, referrals, and continuity.
8. **Prepare practically** – Ensure contracts, entitlements, and logistics are properly wrapped up.
9. **Let Go of what no longer serves** – Release roles, habits, or beliefs that aren't needed for the next chapter.

DEBRIEF

“You can’t rush a season.”

PHASE 2

Neutral zone

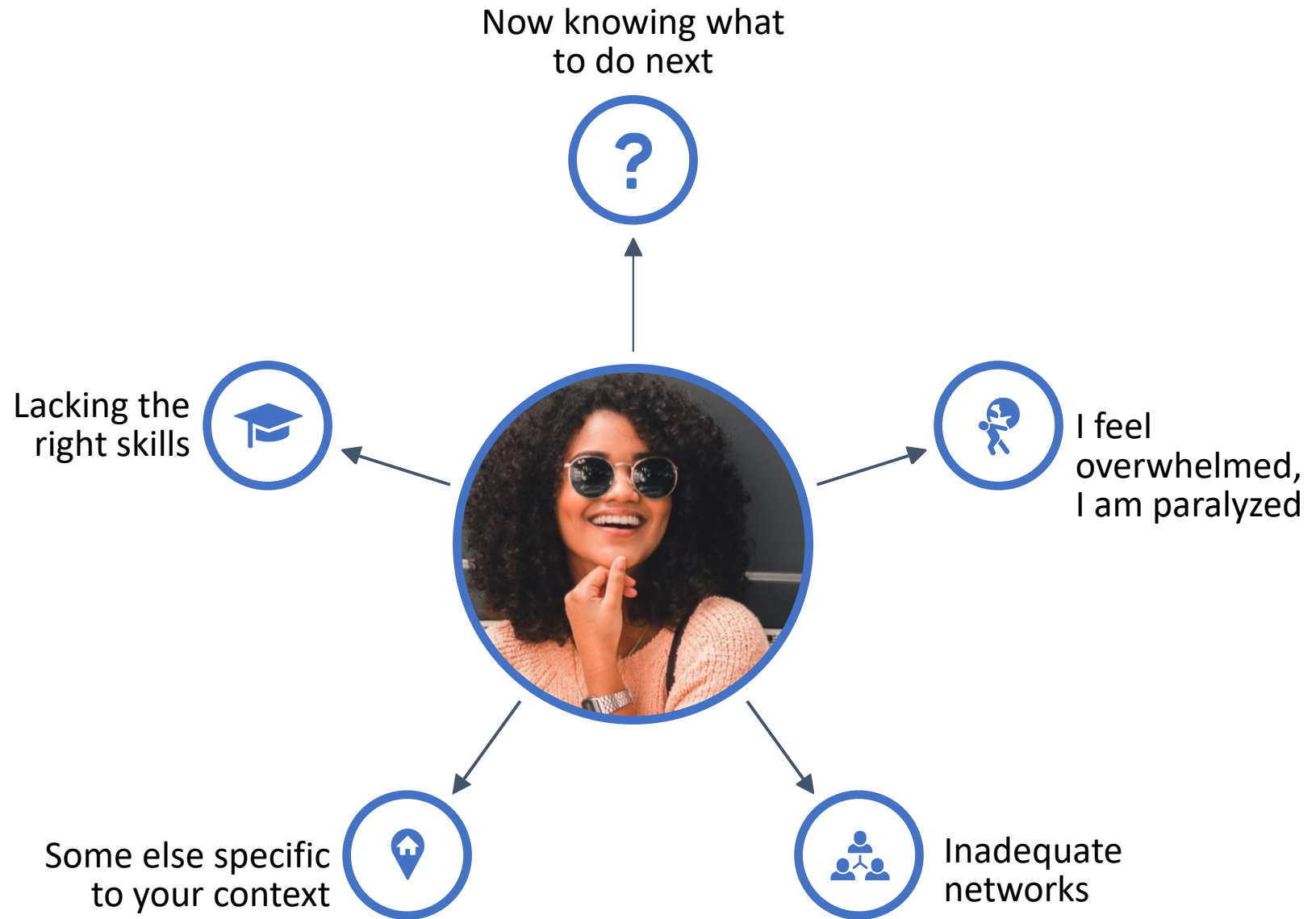
The old is gone, but the new is not here yet.

1. **Challenges:** 3 types of overthinking (rumination, future-tripping, over-analyzing).
2. **Mindset:** Action creates clarity. A shift from questioning to **experimenting and doing**, and balancing strategic actions with self-compassion.
3. **What helps:** Identify one obstacle, design one action.

Exercise:

One obstacle, one action

Research shows 6 main challenges in career transitions. Is any of these applicable to you?



01:00

PART 1

Exercise: One obstacle, one action

Research shows 6 main challenges in career transitions. Is any of these applicable to you?



DEBRIEF

**What is one thing you have
been waiting to start?**

**To know what you're
going to draw, you
have to begin drawing.**

— Pablo Picasso

Don't get stuck
in the middle.

PHASE 2

Self-compassion in the neutral zone

“Self-compassion is the practice of treating yourself with the same kindness, care, and understanding that you would offer to a close friend—especially in moments of difficulty, failure, or self-doubt.”

— Dr. Kristin Neff, leading researcher on self-compassion

PHASE 2

Self-compassion in the neutral zone

Self-kindness

Being gentle with yourself rather than self-critical.
“This is hard, and it’s okay to feel this way.”

Common Humanity

Recognizing that struggles and imperfection are part of being human.
“I’m not alone—others feel this too.”

Mindfulness

Being aware of your pain or discomfort without over-identifying with it or pushing it away.
“I notice what I’m feeling without judgment.”

A person wearing a dark jacket, black pants, and an orange beanie is walking on a narrow, horizontal rock ledge that extends from a cliff over the ocean. The person is looking down at their feet. The cliff on the left is covered in brown, dry vegetation. The ocean is visible in the background, and a large, vertical rock face is on the right. The sky is overcast.

Self-compassion creates space for possibilities.
What would change if I didn't doubt my capacity?

PHASE 3

New beginnings

MINDSET: PRACTICING HOPE

Acting with a new sense of
purpose and possibility

1. What is hope?

- Hope is often seen as fleeting—something we either have or we don't.
- But psychological research offers a more empowering view: **hope is not a passive feeling, but an active, learnable process.**
- **Definition:** “The perceived capability to derive pathways to desired goals and motivate oneself via agency thinking to use those pathways.” C.R. Snyder, 1994
- **Impact: A motivational system** that helps people persist, adapt, and thrive in the face of challenges.

2. A learnable process, but how?

- **Agency:** Belief that you can take action and influence outcomes.
- **Goals:** What do you want to achieve.
- **Pathways Thinking:** How can I get there?

CREATIVITY AND INTUITION

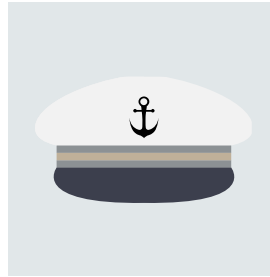
THE SAILBOAT METAPHOR

CAREER TRANSITION AS A JOURNEY

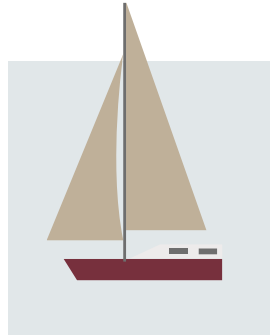


CREATIVITY AND INTUITION

4 Components



The Captain
You



The Boat
Your career



The Destination
Your next step



The Lighthouse
Your external support

CREATIVITY AND INTUITION

The Captain

Answer these questions



- 1. How is the captain feeling right now?**
(Overwhelmed? Determined? Tired? Hopeful?)
- 2. What does the captain need to keep going?**
(Support? Rest? Direction? Encouragement?)

01:00

CREATIVITY AND INTUITION

The Captain

Answer these questions

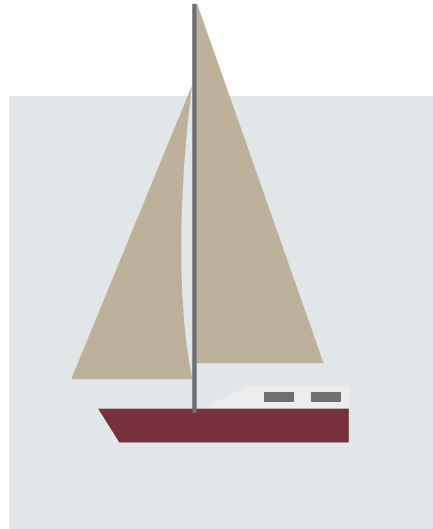


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CREATIVITY AND INTUITION

The Boat

Answer these questions



1. What are the strengths of your boat? *(e.g., clear sense of purpose, valuable skills, strong support crew)*

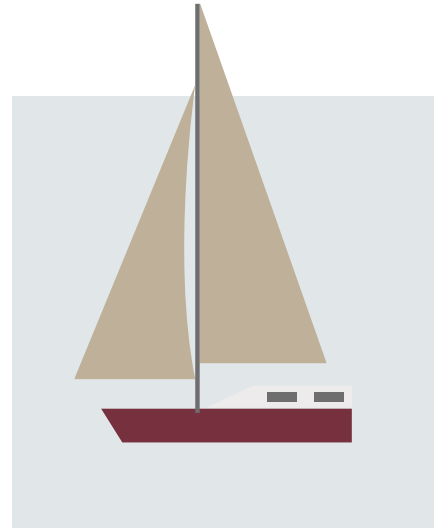
2. Do you need to plug any leaks? *(e.g., limiting beliefs, self-doubt, outdated narratives)*

01:00

CREATIVITY AND INTUITION

The Boat

Answer these questions



1. What are the strengths of your boat? *(e.g., clear sense of purpose, valuable skills, strong support crew)*

2. Do you need to plug any leaks? *(e.g., limiting beliefs, self-doubt, outdated narratives)*

CREATIVITY AND INTUITION

The Destination

For this first session, we are
arriving to our destination



**What is one idea that you are taking
with you that will help you move
forward in your transition?**

01:00

CREATIVITY AND INTUITION

The Destination

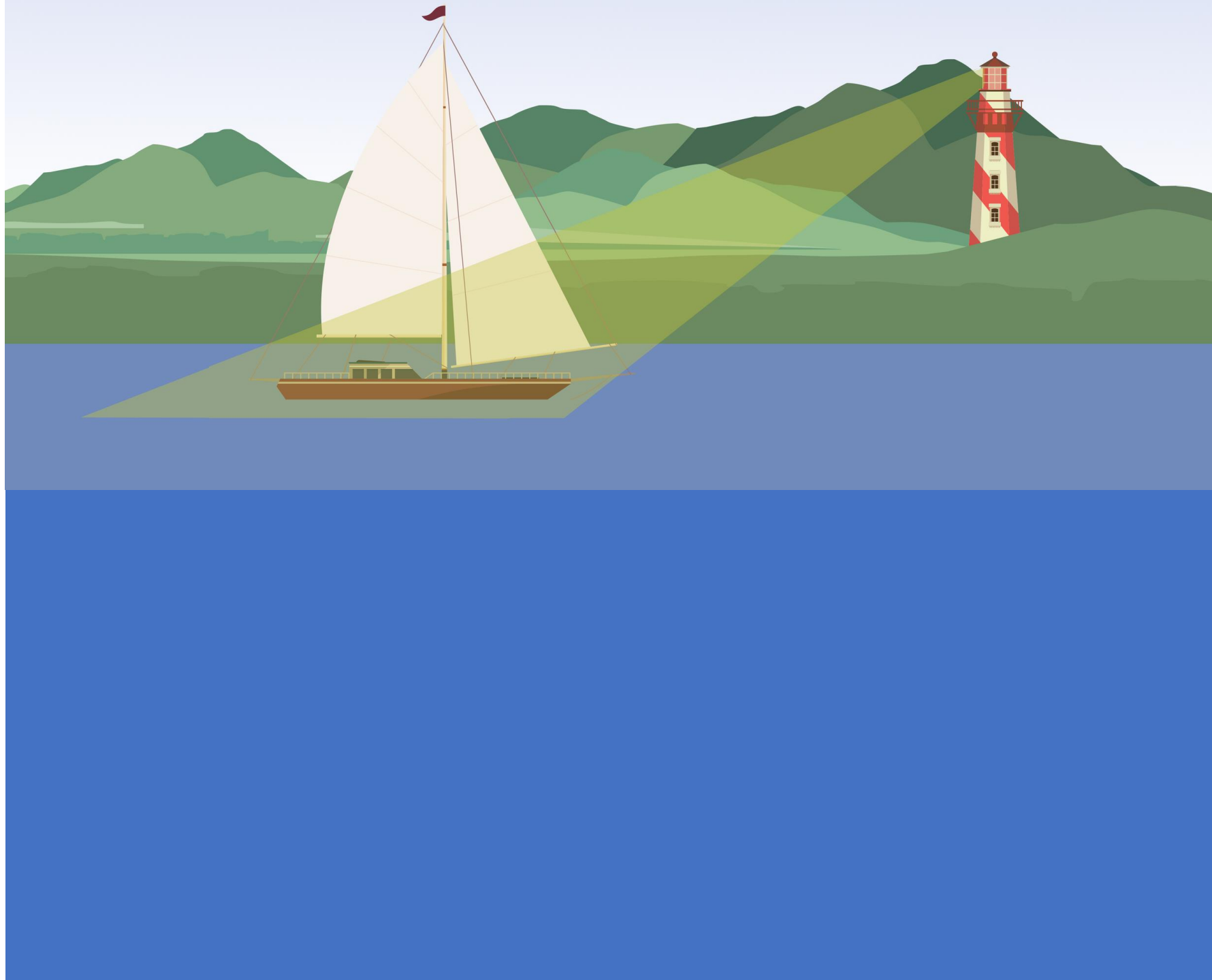
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YOUR SUPPORT NETWORK

Hope in community



RESET & REBUILD: NETWORKING SESSION

21 May | 17:00-17:30 CEST | In-person

ZONE 1: CAREER TRANSITION STRATEGIES

ZONE 2: LEVERAGING LINKEDIN AND PROFESSIONAL NETWORKS

ZONE 3: EXPLORING NEW SECTORS AND ROLES

