In his 1991 book *Managing Transitions*, William Bridges created the Transition Model that focuses on transition rather than change. In his theory, change happens to individuals, which can cause resistant behaviours; whereas transition is a process through which individuals experience as they go through change. Specifically, this model comprises three stages of change:

**Stage 1 – Ending, Losing and Letting Go**

When first experiencing change, individuals are faced with the emotions of losing something that they feel comfortable with. In order to proceed with the change, individuals must accept that something old is ending.

**Stage 2 – The Neutral Zone**

This is the stage that bridges between the old and the new. As such, the nature of this stage is filled with confusion, uncertainty and impatience. Individuals may exhibit behaviours such as low morale and motivation, anxiousness and resistance toward the change.

**Stage 3 – The New Beginning**

This stage represents acceptance and new energy as individuals are beginning to adopt the change. Behaviours exhibited in this stage may include: motivation, openness to new ideas and buy-in of the vision.

The three stages of transition provide a foundation to support change leaders in thinking through how to best support affected individuals through a change process and minimize the potential adverse effects of a change.