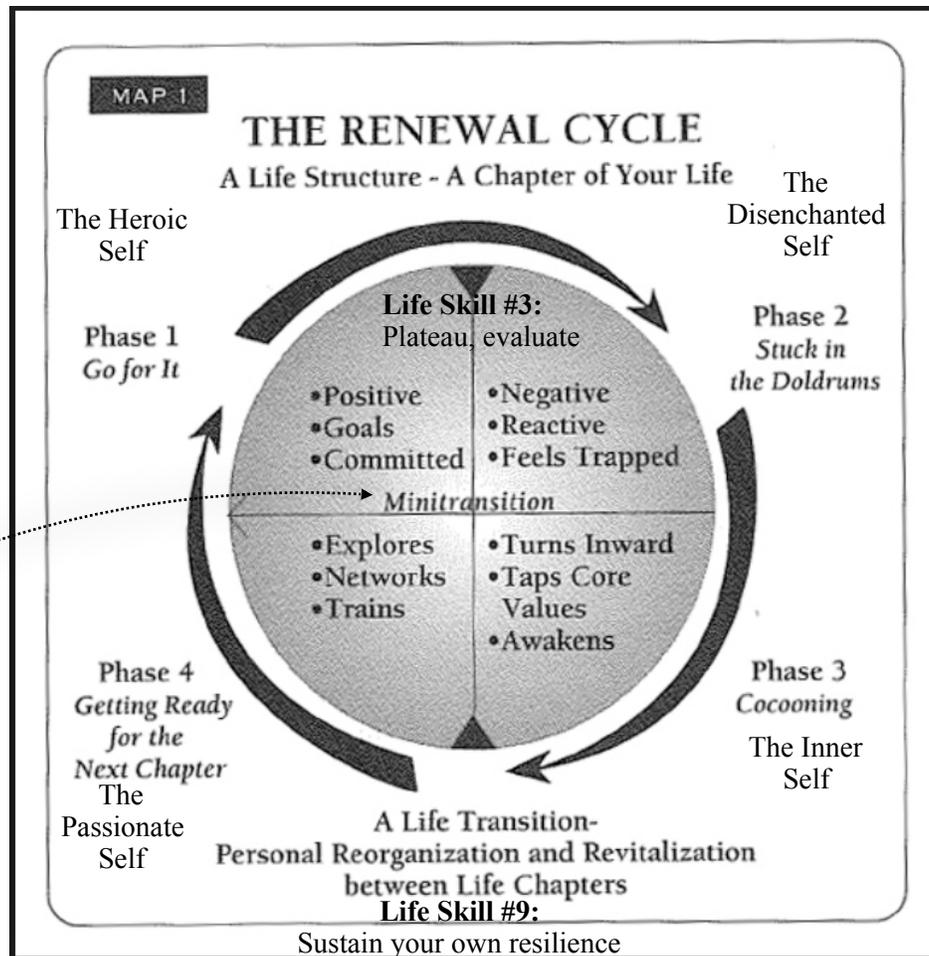


# The Renewal Cycle Model®

## Life Chapters and Life Transitions



**Breakpoint/Point of No Return:**  
*Reactivity, Decline, Holding On, Feeling Trapped and Angry*

**PHASE 2**  
**Life Skill #4:**  
Manage the doldrums; keep the chapter alive

**Life Skill #5:**  
Sort Things Out

**Life Skill #6:**  
An ending, a little "death" letting go

**PHASE 3**  
**Life Skill #8:**  
Heal, invest in yourself, introspect, reflect, find a new identity, spiritual discovery, renewal

**Turning Point:**  
*New Sense of Purpose and Passion: New Feelings of Trust, Peace, and Ecstasy*

**PHASE 1**  
**Life Skill #2:**  
Plan, work, pursue, goals, achieve

**Life Skill #1:**  
Dream again, new beginning

**Life Skill #7:**  
Minitransition; Restructure your chapter

**PHASE 4**  
**Life Skill #10:**  
Experiment, explore, network, be creative, learn and train, set new priorities

**Purpose:** The purpose of the Renewal Cycle is to understand the pattern of change within the stages of adult development to empower the client through transitions.

**Principles:** The primary principle of the Renewal Cycle is that the client can continue to learn, develop skills, and strategies to effectively be in action at any stage of the cycle to achieve their desired outcome. The following are the four phases of this model.

● **Phase I Go for it:** A dream or vision is clear with determination and excitement toward completion is very strong because the possibilities abound. Think of this stage as the start of a new job position. Doldrums sneak in on the other side of the plateau or towards the end this phase. So after a few years, the employee is set in a routine and is bored. They contemplate and attempt to find a new internal position or find themselves disenchanted with the reality of the company and may look outside to start anew.

● **Phase II Stuck in the doldrums:** Knowing that change is afoot, the once energized person begins to realize that they are starting to feel trapped. There is nothing else that can bring back the excitement and vigor so attempting to sort out how to salvage unclear. Although there are efforts to review what worked, or what did not while proceeding to move on into the transition by departing from the chapter. The chapter is ending. At this stage after searching to stay, the employee has been the company for a few years and may have reached the height of that division, area or company overall. They choose to

reach out to others, and networks or maybe receives coaching to discover a new position either internally or with a new business. The exit process could be the result of quitting the position and leaving the company, being terminated, retiring, being transferred to another area in a lateral move, or being promoted with a higher pay package. This phase is also part of the restructuring phase or mini transition portion within the life chapter.

● **Phase III Cocooning:** Moving into the Life development or internal phase allows the opportunity for the employee to internalize and self-examine. This period is the disengagement and personal growth is created. When moving from one job to another, this is the time when the employee says goodbye to the past. The employee internally reviews the accomplishments and challenges of the position, the co-workers that were part of the employee's daily work life and is the time to begin to let go of the processes of the past to make room for the new in the future.

● **Phase IV Getting ready for the next chapter:** Self-renewal starts the new process of reviewing the employee's core values, issues, and beliefs. Energy and self-confidence are renewed. Being creative, getting to know new people, being willing to learn new processes, and exploring new concepts, paths, and journeys are the last step before walking into the new chapter. The phase completes the internalizing area of the cycle. The employee has begun to reach out to the new acquaintances, has familiarized themselves with the company aspects that will impact the new role and expectations. This phase is the turning point of the transition portion of the cycle.

● **Process:** The Renewal Cycle process consists of life chapters and the change when moving from one chapter to another. Life Chapters are primarily "the doing" or accomplishing goals as these are caused by external forces in nature. Such as achieving the goals, being promoted to the dream job, or being awarded by monetary increases. Life Transitions are internal reflection toward discovery. Transitions occur when life chapters are unavailable, or unaligned and generate a tremendous amount of energy. These skills garner resilience, creativity and being open to learning.

**Practice:** The Renewal Cycle engages the client to become a perpetual, transformative learner and mentored while the client builds their legacy. Life-long learning strengthens core values. Understanding the Life and Change cycle journeys deepens resiliency in one's sense of purpose that changes due to aging, societal influence and self-work. Since the journey of life is not linear, life is a cycle of which the journey between living and dying is made up of moving from chapter to transition to chapter to transition and so on. As we complete our life cycle, the lessons learned to enhance as we mature and grow, offering a deeper connection to life in living through each rise and fall. There is a choice to powerfully live through each ebb and flow, or be a victim. Volunteering, networking, mentorship and coaching are resources to use while moving through each phase. Engaging in self awareness learning, mediating to be purposeful, physical exercise to think through challenges events, along with taking care of the body and mind are tools that provide opportunities to strengthen the resiliency in a person's wholistic self.

## Reference

Hudson, F. M. (1999). *The Adult Years: Mastering the art of self-renewal* (rev. ed.). San Francisco, CA: Jossey-Bass.

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