

## An Executive in Transition – THE SHADOW FACTORS

Executives transitioning their career are focused on financial matters and their next move however there are a number of less obvious shadow factors which are too often forgotten or not deemed important. Our experience working with executives over the years has highlighted that successful transitions achieve the right career outcomes while managing these shadow factors to make the most of the opportunity.

### Health and exercise



Not working for a period can be a bonus when it comes to health. Suddenly there is time to take a long walk, go for a run, play more golf, walk the dog, or spend more time at the gym. All of those long hours sitting in the office or on a plane; poor eating habits on the run and in entertaining mode; slowly adding a few extra kilos that are

hard to shed. A renewed focus on health and wellbeing not only has physical benefits, we also see outcomes such as improved alertness and a more positive outlook. On the flip side, some executives used their work schedule to create a structure for their exercise regime (i.e. running before work or a gym session at lunchtime), and loss of this structure can often result in a loss of focus.

**Tip: Make a plan and take time to focus on your personal wellbeing.**

### Prime relationship

Life at home with a spouse/partner can take some interesting twists and turns during a transition journey. On the positive side, transition can mean more time to do things together such as exercise, travel and projects around the home. It's often forgotten however that partners are experiencing a significant shift in the way their week looks and we all need time to adapt to change in our lives.



**Tip: Have open conversations about the impact of transition. Help each other adapt to change.**

### The Kids



Children are often the “silent” members of the family when it comes to the impact of a career in transition. There can be a range of positive impacts and a few potential tension points to be aware of. On the positive side, there's more quality time with the kids, especially before and after school when most executives are at the office. Tension points arise often however when there is a change to the routine. For example, we often hear executives say “It's great that I'm not working so I can take over the school run”, but then wonder why their partner pushes back. While acting with good intent, having the school run taken away can disconnect the partner from their social network and their own routine. Children are inquisitive by nature and will invariably ask lots of questions. They have a great capacity for open and frank discussion which we encourage.

**Tip: Be prepared for questions. Agree on the message with your partner and be consistent.**

A career transition break which manages these shadow factors is a positive journey of reconnection, improved wellbeing, a reduced golf handicap and a fitter dog!