

William (Emery) Bridges



Source: Contemporary Authors Online. The Gale Group, 2001.

William Emory Bridges was born on November 24, 1933 in Boston, Mass.; son of Ronald and Helen (Emery) Bridges. He married Mondie Kump (a psychiatric social worker), December 27, 1959; and had 3 children: Anne, Sarah, and Margaret.

He attended Harvard University, receiving an A.B. in 1955. In 1956 he received an A.M. from Columbia University. He then attended Brown University where he was awarded his Ph.D. in 1963.

Bridges served in the U.S. Army from 1956 to 1958 where he was stationed in Germany. Following the service he joined Pine Manor Junior College (now Pine Manor College) in Chestnut Hill, Mass., as the director of admissions until 1960. He was the chairman of the English department between 1962-66. In 1966 he joined Mills College, Oakland, CA, as the Aurelia Henry

Reinhardt Associate Professor of American Literature where he remained until 1974.

He entered private consulting practice in 1974 as the director of Passage-Ways of Santa Rosa, CA. In 1981 he formed Pontes Associates of Forestville, CA., where he remains today.

Member of governing board, Humanistic Psychology Institute. Lecturer and consultant on life transitions and human development.

Notable Work:

Transition Theory: Bridges' theory is that transition is very different from change. Change is external to us as individuals – it happens around us, not to us. Change can happen quickly and is events paced. It does not guarantee that you or anybody else is on board with it.

Transition is an internal adjustment process that we all go through when we experience change. We experience it differently and at our own pace.

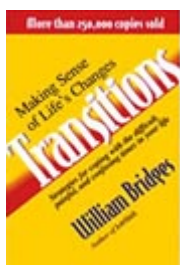
Change is situational, whereas transition is a reorientation process. This process begins with people having to let go of their old reality and their old identity. The second phase of transition, which Bridges calls the neutral zone, is a time when old attitudes die out and people go dormant for a while as they prepare to move out in a new direction. Only when the first two phases of transition have been experienced can people deal successfully with the third phase: that of beginning over again, with a new energy and a new sense of purpose.

Facilitator's Body of Knowledge Research Project

His work around Transition Theory is the basis of the Kirton Adaption-Innovation measure or KAI instrument.

Significant Publications include:

Spokesmen for the Self: Emerson, Thoreau, Whitman, Chandler Publishing, 1971.

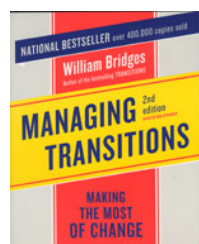


Transitions: Making Sense of Life's Changes, Addison-Wesley, 1980.

The Seasons of Our Lives, Wayfarer Press, 1977.

Surviving Corporate Transition: Rational

Management in a World of Mergers, Layoffs, Start-Ups, Takeovers, Divestitures, Deregulation, and New Technologies, Doubleday, 1988.



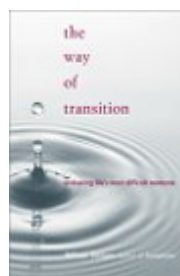
Managing Transitions: Making the Most of Change, Addison-Wesley, 1991.

The business world is a place of constant change, with stories of corporate mergers, layoffs, bankruptcy, and restructuring hitting the news every day. Yet William Bridges maintains, the situational changes are not as difficult for companies to make as the psychological transitions. In *Managing Transitions*, Bridges provides a clear understanding of what change does to employees and what employees in transition can do to an organization. This book is directed at managers and employees in corporations, Bridges shows how to minimize the distress and disruptions caused by change. *Managing Transitions* addresses the fact that it is people who have to carry out the change. When the book was originally published a decade ago, Bridges provided a

sense of the emotional impact of change and what can be done to keep it from disrupting the entire organization. The current edition provides new information and commentary on layoffs, corporate suspension, and the increasing tumult in the business world,

The Character of Organizations: Using Jungian Type in Organizational Development, Consulting Psychologists Press, 1992, updated edition, Davies-Black, 2000.

Creating You and Co.: Learn to Think Like the CEO of Your Own Career, Addison-Wesley, 1997.



The Way of Transition: Embracing Life's Most Difficult Moments, Perseus, 2000.

William Bridges' lifelong work has been devoted to a deep understanding of transitions and to helping others through them. When his own wife of thirty-five years died of cancer, however, he was thrown head-first into the kind of painful and confusing abyss he had known before only in theory. An honest account of being in transition, this uncommonly wise and moving book is a richly textured map of the personal, professional, and emotional transformations that grow out of tragedy and crisis. Demonstrating how disillusionment, sorrow, or confusion can blossom into a time of incredible creativity and contentment, Bridges highlights the profound significance and value of endings in our lives.

Resources:

<http://www.wmbridges.com/>

<http://www.rpf-bc.org/download/agmwood.pdf>