



THE
TRANSITION
COACH

A REFLECTION WORKBOOK

Should I stay, *or should I go?*

Five themes for when you're unsure whether to stay in your work or move on. Reflect on what's happening for you now and notice what you need next, so the right step becomes clear.

Helping women navigate change and thrive.

thetransitioncoach.co.uk



A space to think clearly about your work.

“Should I stay, or should I go?” is a tricky question when it’s focused on your career, partly because work shapes so much: your security, your time, your sense of who you are. It’s tempting either to push the question away, or to force a snap decision just to end the discomfort.

This workbook offers a third way: to slow down, notice and understand what’s really going on, so that the right next step becomes clearer on its own. It isn’t designed to talk you into leaving, or into staying. It’s designed to help you think.

There are no right or wrong answers here, and nothing to hand in. This workbook is for you, and you only. To get the most from the prompts, try to be honest with yourself, and to meet what comes up with curiosity rather than judgement. Take it at your own pace, perhaps a theme a day, or all in one sitting.

HOW TO USE THIS WORKBOOK

- Find somewhere you won’t be interrupted. Write by hand if you can; it slows the mind to a reflective pace.
- Use the blank spaces however you wish, in words, in lists, or in sketches. There are no rules.
- Try to answer from how things genuinely are, rather than how you think they should be, or how they might look to others.
- Return to these pages whenever something changes, or you find yourself preoccupied with the same question again.

A GENTLE NOTE *Questions about work can stir up bigger feelings about money, identity, or how depleted you’ve become. If anything here brings up more than feels okay, please reach out to someone you trust, to your GP, or to a qualified therapist.*

01 NOTICE · HOW WORK REALLY FEELS

It's easy to keep going on autopilot, telling everyone (and yourself) that work is "fine". Before deciding anything, it helps to start being honest about how it really feels, day to day.

GENTLE PROMPT

When you picture your working week, starting with a typical Monday morning, what is the *first feeling* that comes up, before you reframe it or explain it away?

WRITE · SKETCH · REFLECT

GOING DEEPER

When did work last feel really, honestly good, or even just OK? What was different then, about the role, the people, your life outside it, or you?

WRITE · SKETCH · REFLECT

02

SEPARATE · WHAT'S THE JOB, AND WHAT ISN'T

“Should I leave?” often hides several different questions tangled together. Sometimes it’s the role. Sometimes it’s the culture, a particular person, or a season of life that has stretched you thin. Sometimes it’s a sense of time passing and a desire to try something new. Sometimes you’re simply exhausted. Working out which it is for you changes everything.

GENTLE PROMPT

Imagine the same job, but rested, properly supported, and with the hardest parts eased. Would you *still want to leave*? What does your answer tell you?

WRITE · SKETCH · REFLECT

GOING DEEPER

How much of what you’re feeling is about this job specifically, and how much is about work itself, this stage of your life, or how depleted you are right now? Try to separate the threads, even roughly.

WRITE · SKETCH · REFLECT

03 ANCHOR · WHAT YOU NEED WORK TO BE

It's hard to know whether something fits until you're clear on what it's meant to fit. Work meets different needs for different people, such as security, meaning, flexibility, recognition, connection, room to grow, and these needs change over time.

GENTLE PROMPT

What do you *most need from work* at this point in your life? Remember, this is not about what you're supposed to want, but what genuinely matters to you now.

WRITE · SKETCH · REFLECT

GOING DEEPER

Which of those needs is your current work meeting, and which is it missing? Is what's missing something that could change, or something this role was never going to give you?

WRITE · SKETCH · REFLECT

04 WEIGH · WHAT KEEPS YOU, WHAT CALLS YOU

Most of us hold reasons to stay and reasons to go at the same time. Some are sensible and necessary; some are fear-based and holding us back. Use these prompts to consider which apply to you, why, and where.

GENTLE PROMPT

What is *keeping you where you are*? Be honest about which of those reasons are genuine, and which are based in fear, habit, shame, somebody else's expectations of you, or "better the devil you know".

WRITE · SKETCH · REFLECT

GOING DEEPER

Do you feel a pull towards something different? Is it a move towards something you want, or mainly a wish to escape something you don't? How long have you felt this pull? When you think about the potential ahead, how do you feel?

WRITE · SKETCH · REFLECT

05 BEGIN · A CLEARER NEXT STEP

You don't have to resolve all of this today. The next step is rarely "hand in your notice" or "stay forever". More often it's something much smaller: a conversation, an experiment, a boundary change, or a question to keep sitting with.

GENTLE PROMPT

Given everything you've noticed, what feels like *the most honest next step*, even a small one? It might be to change something where you are, to quietly research or explore a question, to wait with more self-compassion, or to begin preparing a move.

WRITE · SKETCH · REFLECT

GOING DEEPER

What is one thing you could do or try this week that your future self might thank you for?

WRITE · SKETCH · REFLECT



You don't have to decide today.

The pressure to “just decide” can make a hard choice even harder. But the clearest career decisions rarely arrive in a single dramatic moment. More often they come once you understand your situation well enough that the next step quietly starts to make sense.

A few things worth remembering:

- Staying isn't settling, and leaving isn't failing. Either can be the brave, considered choice that you need.
- You can often change a job without leaving it, by advocating for tweaks to the role, the hours or the boundaries, or having the conversations you've been avoiding.
- A decision made from exhaustion is rarely your wisest one. If you're depleted, that may be the first thing to attend to.
- “Not yet” is a legitimate answer. So is “I need more information”.
- You're allowed to want more, even if your job looks perfectly good on paper. This is your life, and you have a right to make it work for you.

Take what's useful from these pages, and leave what isn't. Be gentle with yourself as you work out not just what to do, but what you want this next chapter of your working life to be for you.

If something in this workbook has shifted your thinking, that's worth exploring.

The prompts in this workbook are similar to the questions we might work through in coaching, only with more space, time and support, and the steady accompaniment of an experienced coach and mentor alongside you as you move from reflection towards a decision, and then towards action.

Therapy-informed coaching with me offers a calm, focused space to think clearly about your working life: whether to stay or go, what you want this next chapter to encompass, and how to get there without burning out along the way. You don't need to arrive with answers, or even the right words.

Whenever you feel ready, I'd love to talk.

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THErapy-INFORMED COACHING FOR WOMEN AT A CROSSROADS

