

# International Transitions: The Human Factor

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1. Professional and personal transition: reciprocal challenge and opportunity
2. Main stumbling blocks
3. Smoothing the transition, optimising the experience

# 1. Challenge and opportunity



***It is all about Family  
when it comes to the Success of a Costly Job Transfer***

*Cartus Global Relocation Trends Survey 2014*

## One quotation, two understandings

Personal/family circumstances #1 reason for **turning down** a job offer abroad      Looking at a job offer abroad as a personal and family **opportunity**

**Family inability** to adjust to a new environment among the main reasons for an assignment to fail      A **fulfilling family life** optimizes the work performances

## 2. Main stumbling blocks



- A. Lack of **information**
- B. **Needs** recognition
- C. **Expectations** management
- D. **Stress** and **uncertainty**

## 2. Main stumbling blocks



### A. Lack of information

- **Language**
- **Complexity - anonymity** of administration
- Various, sometimes confusing **information sources** (web, social medias, reputation, peer experiences, ...)

## 2. Main stumbling blocks



### B. Needs recognition

- Me, my family, my work/school, my friends
- Changing **balance**
- Changing **landmarks**
- Or **need for recognition?**

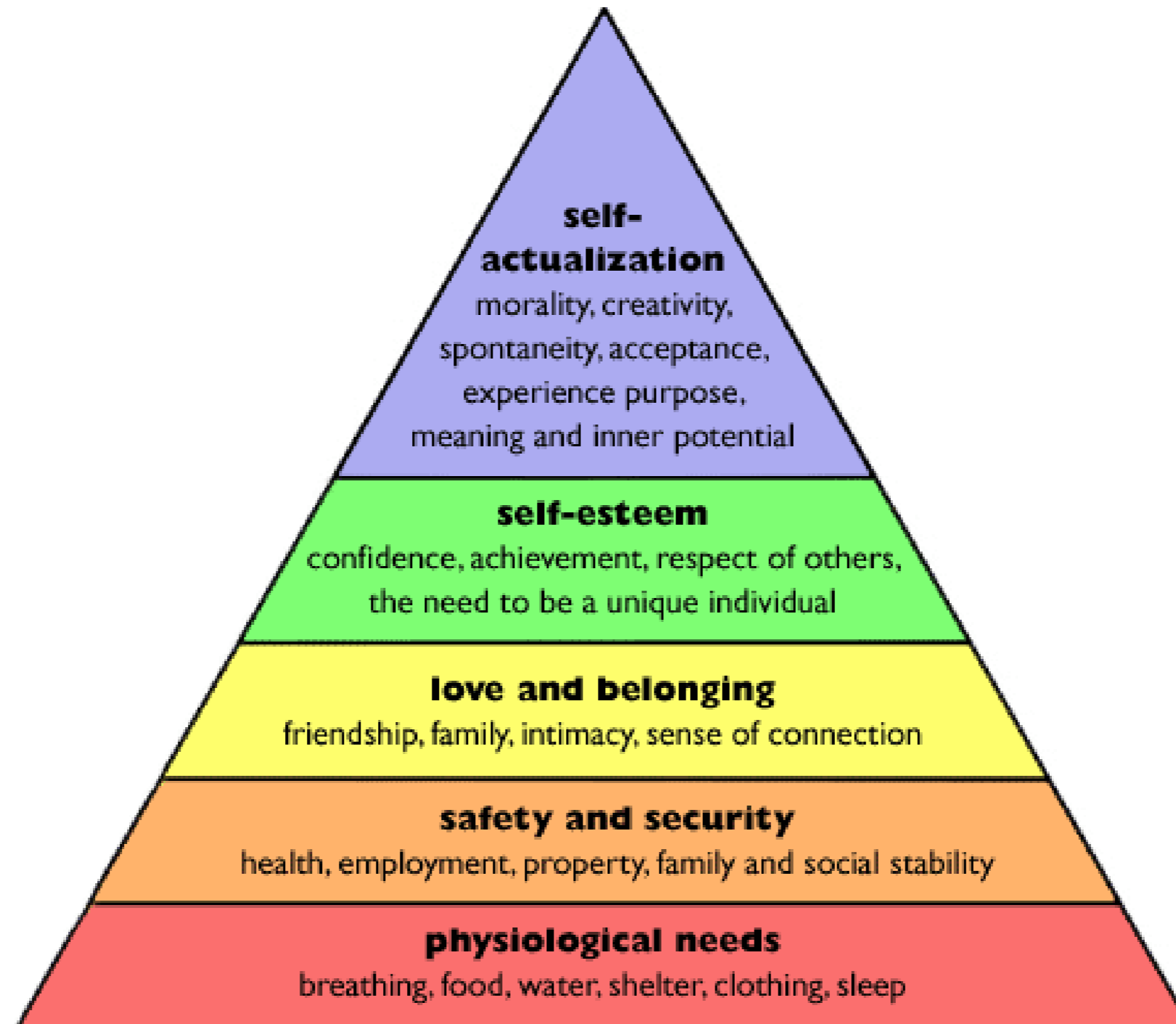
## 2. Main stumbling blocks

### B. Needs recognition



## 2. Main stumbling blocks

### B. Needs recognition



Maslow's hierarchy of needs



## 2. Main stumbling blocks

### C. Expectations management

What you want

Identity

Inspiration

What you leave

What you will have

Strenght

Motivation

What you can



## 2. Main stumbling blocks



### D. Stress and uncertainty

- Phase #1: **Decision process**
- Phase #2: **Move**
- Phase #3: **Change**

# 3. Smoothing the transition, optimising the experience



**A. Key's and outcomes**

**B. Echo from the field**

**C. Some take away's**

# 3. Smoothing the transition, optimising the experience

## A. Key's and outcomes

### *Name and Trust*

What you want

**Identity**

**Inspiration**

What you leave

What you will have

**Strenght**

**Motivation**

What you can

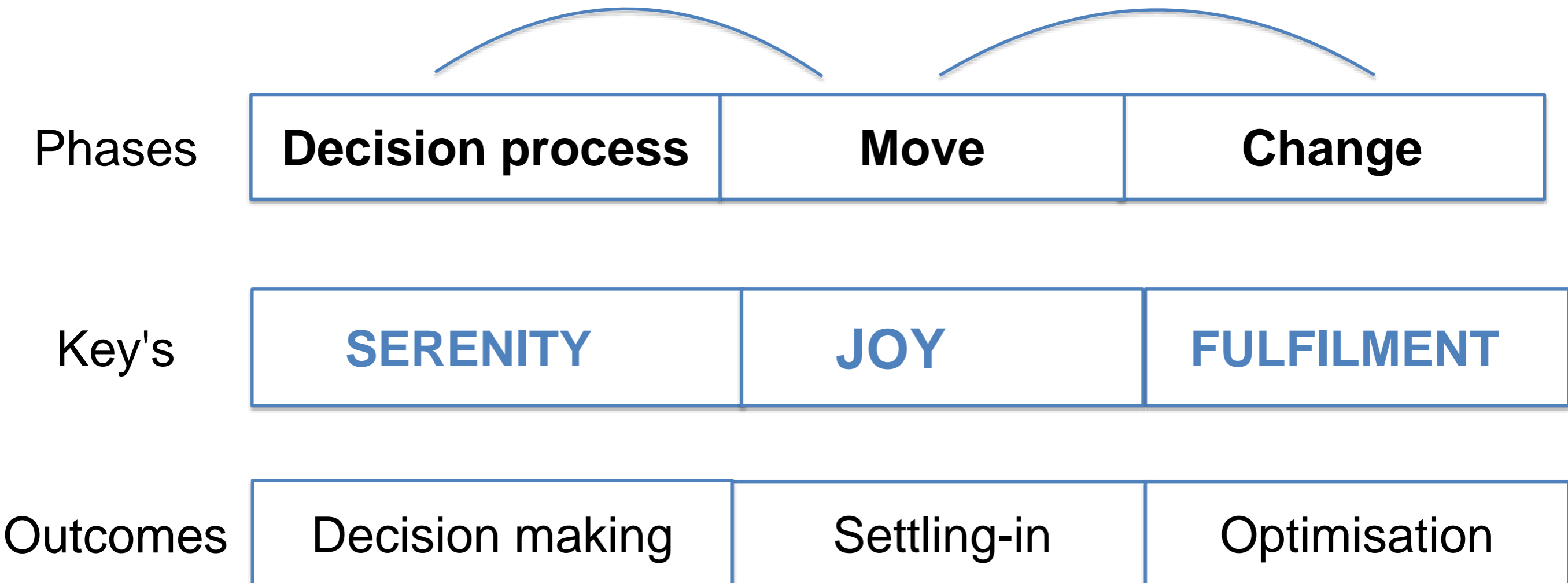


# 3. Smoothing the transition, optimising the experience



## A. Key's and outcomes

*a dynamic way of life, an open mindset to adopt while going through the process*



# 3. Smoothing the transition, optimising the experience



## B. Echo from the field

### For a serene decision process

- **Your question:** How is life like in Belgium?
- **Our answer:** Reliable and personalised information and match-making

### For a joyful move

- **Your question:** my house, my children's school, my insurances, our registration with the Town Hall, our bank account, our Social Security Registration
- **Our answer:** coordination, facilitation and accompanied visits and appointments

### For a fulfilling change

- **Your question:** how to optimise my stay, on a personal, professional and family level?
- **Our answer:** individual coaching by certified ICF coach , workshops and conferences with experts intervention, one to one meetings

# 3. Smoothing the transition, optimising the experience



## C. Some take away's

1. Have a clear view on your situation, and pro-active **preparation**
2. Accurate, personalised and updated **information**
3. Empathy and recognition: human support awaking **trust/ confidence**
4. Find the right partner: professional support awaking **security**
5. Schedule steps **and celebration**

**Stay in touch!**

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