

Transitions of Self Workbook

Academic Chairperson's Conference

February 2023

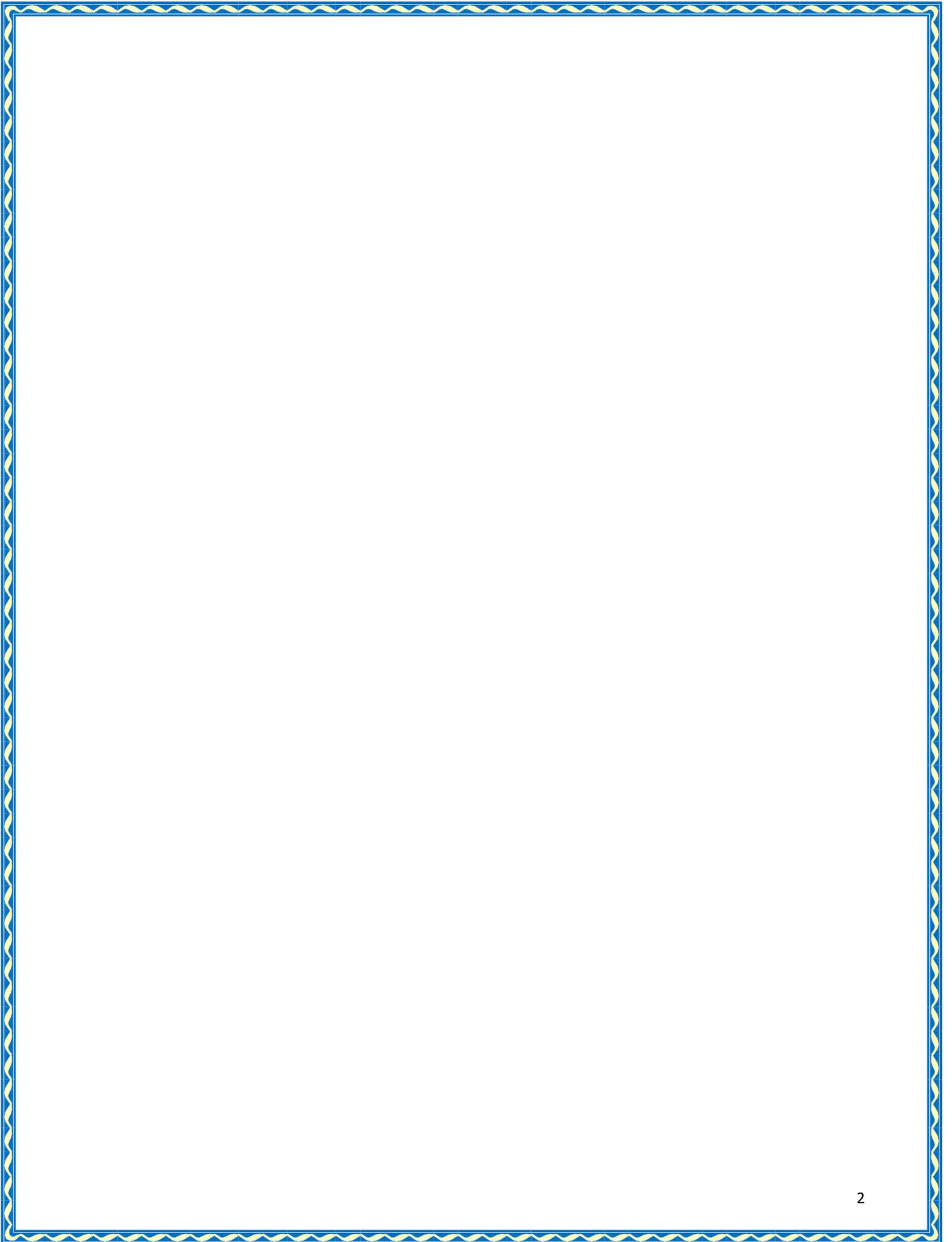
Denise Bullock, PhD

Professor of Sociology

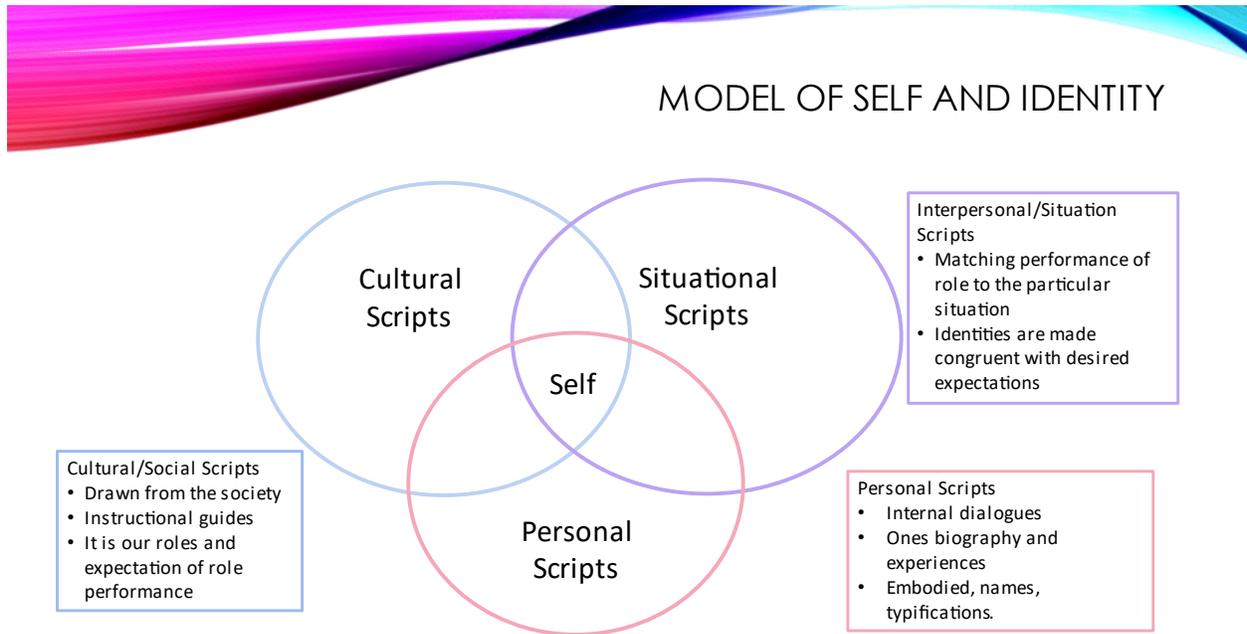
Chair of Sociology, Anthropology, and Geography

Indiana University East

debulloc@iue.edu



Identity Model



The identity model presented here is drawn from the work of John Hewitt (*Dilemmas of the American Self*, 1989), William Simon and John Gagnon's work (*Sexual Scripts*, 1986) and my own theorizing.

Personal Scripts

Personal Scripts are the internal dialogues we have within our self. Within this segment is our biography or catalogue of experiences, our embodied being, the names or labels we attach to our self, and our typifications or characteristics of self.

Exercise 1:

List 10 key characteristics/attributes that are central to your sense of self and identity.

Exercise 2:

List 5-6 labels or names you give to yourself.

Exercise 3:

List 3-5 key experiences that have shaped who you are today

1. _____

2. _____

3. _____

4. _____

5. _____

Cultural Scripts

Cultural Scripts are the cultural and societal instruction guides for social roles and the expectations for role performance.

Exercise 4:

List 10 qualities of a good or *ideal* department chair (or faculty member if returning to that position)

Exercise 5:

Note the similarities/differences with your attributes (exercise 1) and the aspiring qualities of the role model (exercise 4).

Situational Scripts

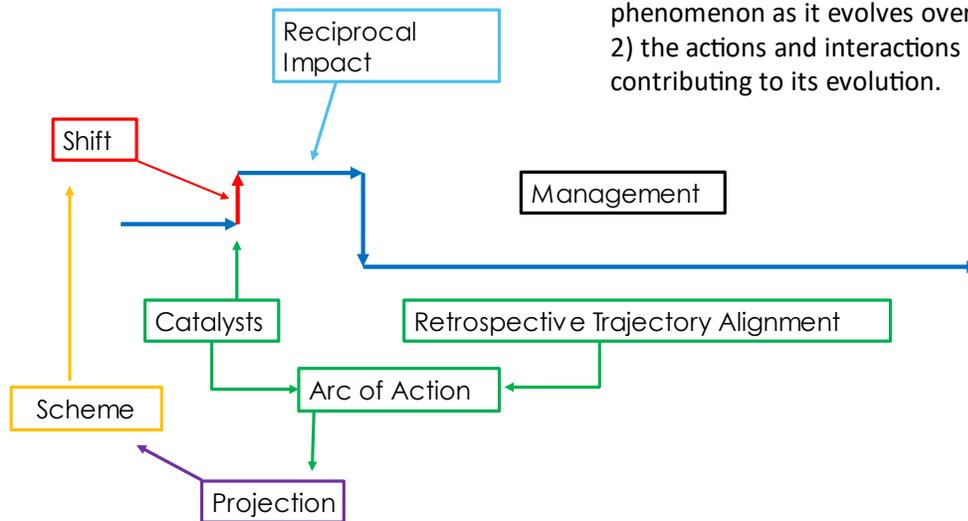
Situational Scripts are the interactive components of self. We align the performance expectations and personal attributes to a particular situation. We express our sense of self and identities through our active role performance in the given situation or interaction.

Trajectory



TRAJECTORY

- 1) The course of any experienced phenomenon as it evolves over time and
- 2) the actions and interactions contributing to its evolution.



The concept of trajectory is drawn from the work of Anslem Strauss (*Continual Permutations of Action*, 1993) and my own theorizing. Trajectory catalysts (Bullock) is that triggering of the arc of action cognitive process.

Arc of Action. This is a cognitive process where we examine the past, present, and future of a potential trajectory shift.

Exercise 6: Catalyst Self-Reflection

What triggered your trajectory toward a department chair role (or decision to step down from that role)?

Trajectory Projection. Strauss defined trajectory projection as “a vision of the expected course of interaction perceived as needed to shape action with regard to the phenomena.” You see yourself, in your minds-eye, in this new role or trajectory.

Exercise 7:

Write down your ideal role. Be specific.

Exercise 8:

Close your eyes and see yourself in this role. View yourself as if you are outside of your body looking at yourself. What do you physically look like (it is okay if it is an idealized image). What are you wearing?

Exercise 9:

With eyes closed, step back into your body and look around. Where are you? Be specific. What are you doing?

Exercise 10:

Imagine your daily life in this role.

- o What does your daily life/routine look like?
- o What is the distribution of your time—How is your time split between teaching, research/creative work, and service?

Exercise 11: How does your perception of this new role compare to your previous role? What is the difference in the distribution of your time?

Trajectory Scheme. Trajectory scheme, as defined by Strauss, is “the plan consciously designed to shape interaction as desired, given the content of a trajectory projection.”

Exercise 12:

Note up to 5 qualities and skills you would like to further develop for this role. Be specific.

1. _____

2. _____

3. _____

4. _____

5. _____

Exercise 13:

Identify actions steps to develop the qualities and skills noted in exercise 12.

1. _____

2. _____

3. _____

4. _____

5. _____

Exercise 14:

List your 'must haves' and 'would likes' for the new role.

Must have	Would like

List your 'deal breakers'

Reciprocal Impact. Strauss defined reciprocal impact as “the potentiality for consequences of interaction to become, in their turn, conditions that affect further interaction, which then produces further consequences.” Trajectory shifts trigger a potential range of consequences from positive to negative and small-scale to large-scale. For example, if the previous chair was forced to step down and you were appointed to take their place, there might be negative reciprocal impact. Note also that a reciprocal impact can trigger a new arc of action, projection, and schemes.

Exercise 15:

What potential (or actual) reciprocal impacts might you encounter in your new role?

Exercise 16:

How might this reciprocal impact affect your sense of self and trajectory projection?

Trajectory Shift (Phase). Trajectory phases or shifts are the “the changes over time associated with a phenomenon or life course” (Strauss). This is the actual transition to a new trajectory. The shift may have some transitional steps (i.e., preparing for the new position; navigating current role while preparing for new; and starting the new position). For example, you might be selected for the position months in advance of assuming the position. As you prepare for the new position you will engage in arc of action, trajectory projections, and trajectory schemes.

Trajectory Maintenance. Once on a new trajectory, we actively work to maintain that desired trajectory. Maintaining a desired trajectory often includes a new set of trajectory schemes. For example, once in the new position you may be assigned an unexpected task added to the other role expectations.

Projecting Forward

Exercise 17:

Project an image of yourself in 5-6 years (close your eyes if that helps). In 10 years... 20 years. What does your professional career trajectory look like? Briefly describe the highlights of your projected career trajectory from this point in time.

Once in the position, do you anticipate staying in the position for 5-6 years or more?

Yes No If no, explain why.

How do you imagine your professional advancement proceeding?

List your top 5 professional goals over the next 5-10 years:

1. _____
2. _____
3. _____
4. _____
5. _____

Conclusion

The combination of the identity model and trajectory are what I call the Transformative Identity Framework or TIF. TIF is a tool that you can use to deeply examine your current life course and plan for prospective changes. As society changes so will the social and situational scripts. As you experience life, with its ups and downs, pleasures and disappointments or tragedies, your personal scripts will be modified—all of which affects your sense of self and the identities you both inhabit and project.

If you have questions about this workshop or would like additional information, please contact:

Dr. Denise Bullock
Professor/Chair of Sociology, Anthropology, and Geography
Indiana University East
2325 Chester Blvd
Richmond, IN 47374
debulloc@iue.edu