Proa Nova

FREE SAMPLE · HUMAN CARTOGRAPHY FOR COMPLEX MOMENTS

Guide for Supporting Someone

in a Career Transition

How to stay close to someone who is changing professional direction, without pushing them to decide.



VERSION 1.0 · 2026

1

CHAPTER 1

Supporting isn't fixing

> *That urge comes from care, and it almost always goes wrong.*



They tell you Sunday nights have become too heavy. Or that they lost their job and, deep down, felt relief, and that this confuses them. And you, with all the love in the world, feel the urge to fix it: send a link, recommend someone, ask what they plan to do.

That urge comes from care, and it almost always goes wrong. When someone is in the middle of a change like this, the answer they need most doesn't exist yet. What can exist is a person nearby who doesn't demand that they have it.

What helps isn't a solution. It's making the decision less lonely. Your job isn't to choose for them, or even to help them choose quickly. It's to stay close while the question stays open, and to ask good questions instead of giving good answers.

That's harder than it sounds, because an open question is uncomfortable. For the person supporting, it's almost as uncomfortable as it is for the person living it.

TO TAKE WITH YOU

Table of phrases

INSTEAD OF SAYING…	YOU CAN SAY…
"You'll see, everything will work out."	*"I don't know how it will turn out. I'm here."*
"So what are you going to do?"	*"How are you feeling about all this?"*
"Look, I saw a job listing that might suit you."	*"Do you want me to help you think it through, or would you rather just tell me about it?"*
"At least you have..."	*"That must cost a lot. Tell me."*
"I'm sure it's just tiredness."	*"Tell me what these weeks have been like."*
"You need to decide already."	*"There's nothing to decide today."*
"But things are going so well for you..."	*"Things can go well and still something doesn't sit right."*
"If I were you..."	*"What do you think might help?"*
"You got a job, so it's over."	*"How do you feel in this job, beyond the fact that it worked out?"*

THIS IS A SAMPLE

The full guide

It continues with what gets said and why it rarely helps, the six moments and how to be present in each, what happens to you, when to suggest professional help, three example conversations, a page for talking together and a pack of printable sheets.

PROANOVA.COM