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Impact of Counseling Interventions on Emotional Well-Being and Coping Skills during Life Transitions

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Abstract

The emotional health and coping skills of a person can be profoundly impacted by life changes including career changes, job loss, moving, promotion, retirement, or change in family responsibilities. The pressure of work, financial and social obligations can cause stress, anxiety, uncertainty and emotional upset for working adults during these times. There are many counseling interventions available to help individuals cope with these issues by enhancing their emotional regulation and adaptive coping strategies. The purpose of the present study was to examine the effects of counseling interventions on emotional distress, coping, and emotional well-being in working adults who are in transition. Qualitative descriptive research design was used and participants were those aged 25-50 years who had been to counseling for at least four to six sessions were purposively selected. A socio-demographic schedule and an open-ended questionnaire were used to collect data, and themed analysis was used to analyze data. The results suggested that counselling interventions had a positive effect on emotional well-being, expressing emotional distress, gaining self-awareness, and enhancing coping skills. Participants also said they were more resilient and adjusted better to life changes. Based on the findings of the study, the counseling interventions are found to be very important to facilitate emotional adaptation and psychological well-being in major life transitions.

Keywords: Counseling interventions, emotional well-being, coping skills, life transitions, working adults, resilience, psychological adjustment, qualitative research.

Chapter 1 INTRODUCTION

1.1 Background of the Study

The life of humans is a process of ongoing transformation and adjustment. People face a number of transitions during their lives that affect their personal, social and work lives. Known as Life Transitions, these are events including: entering adulthood, marriage, parenting, career change, moving, promotion, retirement, divorce or job loss (Dzando et al., 2025). Life transition is a specific shift in a person's roles, relationships, routines, and/or responsibilities that necessitates adjustment and adaptation. Not all transitions are expected or positive, but some can be surprising, stressful and heart-wrenching.

Transitions in life can be a time of uncertainty and can be a time of disturbance to an individual's sense of stability and control. Adjustment to new circumstances can cause emotional upset, cognitive disorganization, anxiety and problem-solving. Significant life events often involve changes in identity, social support and coping styles. Such shifts can be especially difficult for working adults as they must take place in conjunction with work-related duties, financial obligations, and family responsibilities.

In psychological literature there is wide documentation of the psychological effects of transition events. Transitional phases often coincide with increased levels of stress, emotional instability and susceptibility to mental illnesss (Ukpo et al., 2024). People with major life transitions might feel anxious, depressed, disheartened, angry, or uncertain about the future. The stress of transition can disrupt thinking, decrease work productivity and impact relationships. If they are unable to adjust to the new situation, they can develop various disorders, including anxiety, depression, burnout and adjustment disorders.

Emotion is one of the most significant parts that are impacted when you're transitioning through life stages. Emotional well-being is defined as the ability to understand, regulate and express emotions in healthy ways; have positive relationships and life satisfaction. It encompasses happiness, self-esteem, emotional balance, resilience and psychological functioning. People with good emotional health tend to better withstand stressful situations and difficulties. On the other hand, mental health problems can result in a lack of energy, social isolation and poor quality of life.

Another important factor influencing adjustment during life transitions is coping skills. Coping skills are the mental and emotional tools people have to deal with stress and feelings of distress. Coping strategies help people manage their emotions, solve problems, get help and keep their mental health. Coping strategies have been identified as being of several types, problem-focused coping, emotion-focused coping and avoidant coping. Different responses to coping strategies impact an individual's ability to manage life transitions and to stay emotionally healthy.

Counselling interventions are very important in the process of emotional adjustment and coping with the challenges that life transitions bring, taking into account the psychological toll. Counselling interventions refers to formulating therapeutic techniques that modify negative thought patterns and behaviours and teach coping strategies to help individuals understand and manage their emotions (Owot et al., 2024). Emotional well-being and psychological resilience have been found to enhance with various counseling approaches such as Cognitive Behavioral Therapy (CBT), person-centered counseling, supportive counseling and solution-focused therapy.

Counselling interventions give patients a safe space and environment where they are able to express their emotions, find the cause of stress and discuss solutions to the problems they are facing. Counselling can help individuals become more aware of themselves, better regulate their emotions and learn to cope successfully with life changes. Counselling also fosters self-efficacy, enabling people to see life transitions as a way to grow and develop instead of life threatening.

There has been a recent increase in awareness and understanding of the need for mental health services in supporting the psychological impact of transitions in life (Heath & Keptner, 2024). While there are many studies that have focused on the effectiveness of counseling interventions through quantitative approaches, very few studies have focused on lived experiences and perceptions of individuals in transitional periods. The experiences need to be understood to provide a basis for designing better and client-centered counseling interventions. The aim of the present study is therefore to explore the effects of counseling interventions on emotional well-being and coping of working adults who are going through a transition in life.

1.2 Context of the Study

Today's society is experiencing fast social, economic and technological change that is constantly transforming the lives of people. The frequency and complexity of life transitions have risen with globalization, technological progress, changing labor trends, urbanization and shifting family dynamics. In contrast to their predecessors, today's adults are likely to face a series of work transitions, geographic moves, shifting family dynamics, and financial challenges over the years.

The transformation of work has played a significant role in the lives of working adults experiencing life transitions. Many people need to adjust to new environments and take on new responsibilities as a result of career advancement, employment uncertainty, organizational changes, retirement or work mobility (Conley et

al., 2020). As life gets busier and busier in the workplace, the lines between work and home can become blurred, causing stress and emotional strain.

One of the most serious problems among working adults in today's society is work-life stress. Work and family demands, financial pressures, and personal goals can put a lot of mentally demanding pressure on people. These needs can be even more intense during transition times, creating emotional stress and a decrease in coping abilities. People who are going through a major life change may find it hard to feel emotionally stable, to interact with others, and to function in their jobs well.

The mental health concerns among working adults have turned into a huge public health issue that is great scale everywhere the world. People are more likely to suffer from “anxiety, depression, burn out, stress-related disorders and emotional exhaustion due to major life changes (Langer et al., 2017). Although awareness of mental health problems is increasing, there are still many that face obstacles to receiving and accessing suitable psychological support, counselling services.

Psychological interventions are thus more and more important. Counselling interventions offer a great chance for people to deal with emotions, build up their resilience and learn coping strategies that support good adjustment. There is a growing awareness that mental health promotion is of importance in organizations and healthcare systems and the study and practice of counseling interventions that support emotional well-being in transition to adulthood is significant.

1.3 Statement of the Research Problem

Life transitions are life events that can often test a person's emotional regulation and coping skills. Many working adults face heightened stress, uncertainty, and psychological distress when they experience a career change, moving to a new place, promotion, job loss, retirement, or changes in a family role. Counselling interventions are common interventions that have been recommended as being effective in supporting emotional wellbeing and building coping skills during these times.

Although counselling services are increasingly used, most studies on counselling have been quantitative and focused on quantifying how effective counselling interventions are by using standardized psychological assessments. There is little research to examine the subjective experience of the person who has had counselling during the life transition. Gaps in knowledge still exist about the experience of individuals with counselling interventions and what role these interventions play in emotional adjustment and coping as experienced by the individual.

Thus, the present study aims to fill this gap by examining how counselling interventions affect emotional wellbeing and coping skills of working adults who are experiencing life transitions using a qualitative research approach.

1.4 Research Gaps

The need for the present study is justified with the help of a review of the literature which has identified certain gaps. First, the qualitative research methodologies of most previous studies have concentrated on measuring outcomes with standardized measures and statistical analysis. These methods can be ineffective in connecting to the complexity and depth of what happens in an individual's counseling session.

Second, there have been relatively few studies that have specifically investigated life transitions of working adults. Most research has focused on clinical populations, among adolescents, or university students, and has not investigated the experiences of working professionals.

Thirdly, there is no qualitative study that explores the experience of individual counselling during life transitions. The personal meanings, perceptions and emotional experiences of counselling have been little explored.

Lastly, there is a lack of research carried out in the Indian context. Life transitions and counselling interventions can differ significantly based on cultural values, family structures, social expectations and workplace environments. Thus, studies in the field of working adults in India can add to the knowledge base.

1.5 Objectives of the Study

This study aims to examine the effects of counseling interventions on emotional well-being and coping skills in working adults compared to life transitions.

Specific goals are:

1. To gain insight into the emotional experiences of working adults in times of transition.

To gain insights into participants' experiences of counselling interventions.

3. To recognize coping skills that have been learned or enhanced in counseling.

4. To Explore the changes in emotional wellbeing and personal development after counselling have taken place.

1.6 Research Questions

- What are working adults' emotional experiences during transitions?
- What was their experience of the counseling interventions provided?
- What was the effect of counseling interventions on coping in life transitions?
- What are the changes in emotional well-being or personal growth that are reported by participants as a result of counselling?

1.7 Hypothesis

The approach of the present study is qualitative, so there is no formal statistical hypothesis testing. The study is grounded on the premise that counseling interventions positively impact emotional wellbeing and coping of working adults' life transitions. Consultations should be expected to lead to changes in emotional regulation, resilience, self-awareness, and adaptive coping for participants.

1.8 Variables of the Study

Counselling interventions is the independent variable in the study. Counselling interventions are behaviours, processes and strategies that mental health professionals use when supporting people through any life transition, where an emotional response is likely to inhibit them from functioning at their best.

Emotional well-being and coping skills are dependent variables of the study. Emotional well-being is the capacity to have positive feelings, balance their emotions and respond to emotional pressure and psychological problems. Coping skills are ways in which people think and behave to deal with a challenging situation or work through an emotional response.

Some control variables such as age, gender, occupation and type of life transition are also taken into consideration in the study. These variables can affect the experience of the participant and their perceptions and are taken into account in the analysis and interpretation of the findings.

1.9 Scope and Importance of the Study

The present study draws on the working adult population aged 25-50 years who have gone through important life changes and engaged in counseling interventions. The study aims to gain a greater understanding of how they experience emotional well-being and coping over transition periods.

Academically the study is important because it adds to the expanding body of work on the topic of counseling psychology, emotional well-being, and coping processes. The study's qualitative nature helps to offer more insights into participants' experiences that would otherwise be missed in a quantitative study.

The study is also applicable. Results could help counselors, psychologists, and mental health professionals design interventions that better meet the needs of life transitions. Being aware of their viewpoints can help when giving counseling and improve the chances of a successful treatment.

The social relevance is to raise awareness about the need for mental health care during transition. The results could prompt communities and organizations to be able to supply greater psychological support systems and lessen the stigma linked to counseling services.

Lastly, the study will make a significant contribution to the counselling psychology field by emphasizing counselling interventions that promote resilience, emotional adjustment and personal growth in life transitions.

1.10 Limitations of the Study

There are some limitations with the study. First, the sample size is fairly small and the results may not be generalizable. Secondly, the study is self-reported, and there may be memory bias or social desirable bias. Third, the study is geographically bounded and may not be as representative of people from other cultures and socio-economic statuses. Last, the study does not offer long-term follow-up so it is difficult to determine the long-term effects of counseling interventions.

1.11 Plan of the Study

The study has been structured in five chapters. The introduction, background of the study, research problem, research objectives, research questions, variables, significance and limitations of the study are presented in Chapter One. Chapter Two presents all the literature available on counselor interventions, emotional wellness, coping, and life transitions, as well as the identified research gap. The research methodology presented in Chapter Three covers research design, sampling, data collection and data analysis. The results of the thematic analysis and a discussion on the results in relation to previous studies and theoretical perspectives is presented in Chapter Four. Chapter Five summarizes the major findings, draws conclusions, discusses implications for counselling practice and recommends for further research.

CHAPTER 2: LITERATURE REVIEW

2.1Concept of Life Transitions.

Life Transitions are significant events or situations that impact an individual's personal, social and professional life that will require adaptation to new situations. These transitions may happen at various times in one's life and are frequently accompanied by changes in roles, responsibilities, relationship, and identities (S Beck, 2020). Developmental psychologists report that life transitions are stages in life when people transition from one phase to another in life, face new challenges, and new opportunities. These can be organised events like marriage or retirement or unexpected events like losing a job, divorce or a relative's death.

Changes in life are seen as common and normal development. They often cause anxiety and confusion, and are likely to upset routine, which can cause emotional and psychological issues. Some experiences at school may need to be left behind and new experiences will need to be learned when moving from one to another, and this can cause stress and anxiety. Being able to adapt well to these changes has a large impact on a person's emotional health and well being.

Transitions have been outlined in terms of both external and internal changes based on psychological theories (Blustein et al., 2024). External changes are those that can be perceived, internal changes are emotional, cognitive and how one is perceived. There are many factors to consider in adapting to life transitions, including access to psychological resources (counselling), coping strategies, social support and personal resilience.

List the different types of life transitions.

There are several types of life transitions which take place in people's lives that can be broken down by their type and the effect they have on the person.

Developmental Transitions

Developmental transitions are an integral part of human growth and development. Some of these transitions are those that happen during adolescence, entering adulthood, being married, becoming a parent and retirement. These changes are primarily predictable and take place in relation to the stages of development in the life of the individual. Such changes are inevitable but can be stressful and a mental challenge.

Situational Transitions

Situational transitions are a change caused by a particular life change that can be good or bad. This can be as a result of promotion, career change, move, divorce, or caring for an older family member (Fleming, 2024). These changes tend to happen out of nowhere and can cause an individual to feel off balance and out of their normal lifestyle.

Health-Related Transitions

Health-related transitions are those changes that occur related to health, such as chronic health condition, disability and/or recovery from illness. These changes can involve changing lifestyles and can take a big toll on one's emotional health.

Social and Relationship Transitions

The changes in interpersonal relationships include marriage, separation, parenthood, loss of a loved one, or changes in social roles. Social transitions can impact one's identity and support systems and therefore have a psychological impact.

Career and Occupational Transitions

Career transitions are any change in your career, such as starting a job, career change, job loss, promotion or retirement (Kleshinski et al., 2024). The transition from work to or from work to retirement is an especially important event as it can affect financial, social and self-esteem. Emotional distress is often experienced by working adult during career transitions with added responsibilities and uncertainty of the future.

Transitions can have a positive and/or negative impact. Some transitions can be a time of learning, self-discovery and growth while others can cause emotional instability, stress and anxiety. How people cope with the changes is largely responsible for their psychological adjustment and well-being.

2.2 Emotional Well-Being

Emotional Well-Being is defined by the following terms:

Emotional wellbeing is a person's ability to manage, understand and express their feelings in a healthy way and to have a positive attitude to life. It's about happiness, satisfaction, sense of purpose and emotional balance. Emotional wellbeing is not just the lack of mental disorder, it is also having positive psychological functioning and resilience.

The World Health Organization defines mental health as 'the state of being well'. The World Health Organization describes mental health as the ability to realize one's abilities, cope with the normal stresses of living, work productively, and contribute to society (Natanael et al., 2024). Emotional wellbeing is therefore a vital part of everyone's sense of health and is an important factor in their quality of life, relationships and productivity.

It has been pointed out that emotional health is a process, and changes throughout life depending on the experiences and environmental factors, present and past. Positive emotional well-being allows people to cope with change, regulate their stress and have healthy relationships. On the other hand, emotional ill-health could result in emotional distress, anxiety, depression and inability to handle life's problems.

It's important to pay attention to emotional wellbeing in times of life transition as people need to adjust to a new environment and uncertainty. Hence, it is vital to have the right emotional regulation and psychological assistance to keep the balance of emotions in these times.

Emotional Well-Being consists of five elements:

Self-Acceptance

Self-acceptance is a positive attitude towards oneself and accepting one's strengths and weaknesses. People who have high self-acceptance are likely to be resilient and emotionally stable in difficult life situations.

Positive Relationships

Emotional support, companionship and a sense of belonging are all benefits of healthy interpersonal relationships that can greatly promote emotional health (Norcross & Lambert, 2018). Social support is especially significant when transitioning through life as the individual is able to help them cope with stress and change.

Environmental Mastery

Environmental mastery is a capacity to manage the situation in our environment so that it is conducive to our goals and wellbeing. People with this quality are able to handle difficult situations and adjust to change better.

Purpose in Life

A sense of purpose gives meaning and direction, and helps promote emotional satisfaction and psychological resilience. Those who see a meaning in their lives are better able to cope with stress and deal with challenges.

Personal Growth

Personal growth is a process of growth and embracing new experiences (Sharma et al., 2024). It is during life transitions that it is easy to find out more about oneself, and grow in resilience and self-confidence.

Emotional Regulation

Emotional regulation skill means to identify, understand and respond to emotion in a suitable way. Proper emotional regulation is crucial to psychological health and to coping with stress in life.

Emotional well-being is discussed in terms of psychological theories.

Ryff's Psychological Well-Being Theory

Carol Ryff theorized that psychological wellness is composed of six components: (1) self-acceptance, (2) autonomy, (3) environmental mastery, (4) positive relations with others, (5) purpose in life and (6) personal growth. This theory suggests that an individual is healthy when he or she is functioning well in these respects.

Positive Psychology Theory

Positive psychology takes the strength of human beings, positive emotions and positive factors for flourishing and happiness as its focus (Youvan, 2024). Martin Seligman has identified five factors of well-being; Positive emotions, Engagement, Relationships, Meaning, and Accomplishment. The emphasis of the theory is development of strength and resilience for psychological health.

Stress and Coping Theory

According to Lazarus and Folkman's stress/coping theory, emotional wellbeing is related to the appraisal and coping responses to stress. The theory suggests that, if the coping mechanisms are effective, they could help the person stay emotionally balanced and lower his or her psychological stress.

All these theories suggest that social, personal, coping, and environmental factors are all important for emotional wellness.

2.3 Coping Skills

Coping skills are the cognitive (thinking) and behavioral (acting) strategies people employ to deal with internal (within them) and external (from others) demands that are stressful or challenging. Coping was defined by Lazarus and Folkman as the dynamically evolving cognitive and behavioral attempts to deal with particular external and/or internal stressors that are perceived as exceeding a person's resources.

One's emotional health depends heavily on coping skills and what they do to them is how they respond to stressful situations and to life changes (Vrkljan et al., 2019). When people use effective coping strategies, they can minimize emotional problems, find solutions, and adjust well to difficult situations.

Coping strategies are effective to different extents depending on the stressor and differences in personalities, resilience and social support. Adaptive coping processes typically are linked to psychological well-being, while maladaptive coping processes could be linked to emotional problems and mental health issues.

Problem-Focused Coping

Problem focused coping is about doing something to address or remove the stressor. This coping involves mainly problem-solving, information collecting, planning and action to change a situation.

Examples of problem-focused coping are:

Asking for information and advice.

* Developing action plans.

* Setting realistic goals.

* Learning new skills.

* Seeking professional support.

A coping strategy that is especially effective when the person has a sense of control over the stressful situation is problem-focused coping (Finkelstein-Fox et al., 2018). People with problem solving responses tend to adjust more successfully and have less stress when they are adjusting to new circumstances in life, like a change in career or moving to a new place.

Counselling is a technique that has been found to be effective in promoting problem-focused coping; by identifying problem areas, problem solving and increasing confidence in coping with change.

Emotion-Focused Coping

Emotion-focused coping involves ways of coping with the emotional reactions related to a stressful situation, instead of attempting to change the stressors themselves (Ansari Lari et al., 2025). This coping mechanism can be helpful if people don't feel that they have any control over what's happening.

Some emotion-focused coping behaviors are:

* Seeking emotional support.

* Practicing relaxation techniques.

* Mindfulness and meditation.

* Positive reframing.

Acceptance, expressing feelings.

Emotion-focused coping is important for people to manage their emotions, control their emotional responses during challenging events, and help them stay emotionally balanced. Counselling interventions frequently focus on how to regulate ones emotions healthily, allowing one to process ones emotions.

Problem-focused and emotion-focused coping are conceptually two different types of coping strategies, but they often occur in combination (Dilla & Wado, 2024). Often a combination of both approaches is needed to adapt to a transition in life. People who can deal with the realistic problems at hand and regulate their emotional responses tend to adjust psychologically, and to be emotionally healthier.

Hence, coping skills are a crucial psychological tool which can help the person to successfully cope with life changes, stay emotionally stable and become resilient to change.

Previous studies

Youvan (2024) offered an extensive conceptual discussion of psychological transitions and the different factors that may impact persons' coping with significant life transitions. The study highlighted that life transitions are complex phenomena that encompass emotional, cognitive, behavioural and social adaptations. Based on the theories of transition and developmental psychology, the author discussed the impact of transition events, including career, relationship, place, and retirement, on the individual's sense of stability and identity. The study revealed that personal resilience, social support systems, coping strategies, and psychological interventions are key factors in successful adaptation.The author suggested that there are opportunities within transitions for personal development as well as stress. A focus was placed on emotional regulation and coping strategies and how these influence responses to major change. The paper also recommended that counselling interventions and psychological support are important factors in order for individuals to understand their feelings, minimize uncertainty and build adaptive responses to change.The study is important as it offers a sound theoretical parameter to understand how psychological transitions occur and the counselling role in transition time is important. The results validate the current study findings by highlighting the correlation between life transition, emotional well-being and coping.

Vrkljan et al. (2019) carried out a systematic review to assess interventions for older people at major life transitions (retirement, relocation, bereavement and health change). The review compiled the results of several studies reporting on the effectiveness of psychosocial and counseling interventions to enhance adjustment and well-being in older adults.The review identified that emotional distress, a drop in social participation and greater risk of mental health issues are frequent outcomes of life transitions. Counselling, psychoeducation, social support and skill development interventions were effective in improving emotional outcomes and adaptation. The authors highlighted the need to promote person-centred interventions that support emotional and social needs, to foster resilience and improve quality of life.The review also emphasized the need for psychological support to be provided in a timely fashion and the need to take into account individual differences and contextual factors. The authors did point out some limitations of the studies, though, such as different kinds of interventions and a lack of long-term studies.This study is applicable to the current study because of the proven effectiveness of counseling interventions in the emotional adjustment and coping process at significant life transitions. It also reinforces the importance of discussing the participants' real experiences of counselling interventions and their effect on their emotional health.

(Finkelstein-Fox et al., 2018) studied the connection between emotion regulation, mindfulness and psychological well-being in college bound students. Going to college is a major developmental shift that can be a stressful, uncertain and emotional time. The goal of the study was to find out if mindfulness practices would be helpful in facilitating emotional adjustment and wellbeing during this transition. The researchers found that higher mindfulness scores correlated with greater psychological well-being and better emotional regulation, using quantitative methods. Pupils that participated in the mindfulness reported reductions in stress and anxiety and increased resilience when adapting to change and new roles. The study also uncovered that emotion regulation was a mediator between mindfulness and adjustment outcomes, suggesting that those with effective emotional regulation skills had better adjustment outcomes. The authors concluded that interventions aimed at increasing mindfulness and emotional awareness can be an effective strategy in coping and emotional wellbeing during life transitions. This study underscores the need for psychological supports that foster adaptive coping and emotional control.The results are highly relevant to the current research as they reflect the importance of psychological interventions to enhancing emotional well-being and coping abilities in major life changes and transitions.

In their work, (Ansari Lari et al., 2025) explored the mental health issues of international students who had to navigate major life transitions at university. The study was based on psychological impacts of relocation, cultural adjustment, academic stress and social isolation for students studying abroad. The authors discovered that international students' experiences of major transitions were often associated with stress, anxiety, loneliness, and emotional problems. The study highlighted that psychological adaptation in new social and academic environment is a significant matter and coping strategies are important. Social support, emotional resilience and access to counselling services were found to be important factors that predicted successful adaptation. The research also underscored the need for counseling interventions to address emotional distress and promote adaptive coping skills among students. Counselling was found to have a positive impact on emotional wellbeing, offering emotional support, encouraging self-awareness and helping people to learn new skills in problem solving and resilience.The authors advised increasing mental health access, as well as early intervention to assist those facing major life transitions. The results are highly applicable to the present study, as it shows the impact of counseling interventions on emotional adjustment and coping in times of change and uncertainty.

The purpose of the study performed by (Dilla & Wado, 2024) was to investigate the effect of parental separation on early adolescents' emotional growth by using a mixed methods approach. The study examined the protective and/or risk factors in terms of emotional reactions, coping strategies and psychological adjustment of young people in family transitions. The research identified that parental divorce can cause emotional problems for children such as sadness, anxiety, anger and lack of security. Adolescents often struggled with adapting to new family situations and expressed challenges in controlling their emotions and in social relationships. Qualitative results revealed that supportive relationships and coping mechanisms had significant influence in minimizing negative psychological impacts of family transition. The researchers also noted that counseling and emotional support services enabled the adolescents to express their emotions, gain a better self-understanding and build better coping strategies. There were differences between the psychological support groups and the non-psychological support groups in terms of emotional resilience and adjustment outcomes. The research underscores the significance of counseling interventions at critical life stages and underscores the need for psychological support for emotional wellbeing and adaptive coping. The results of these studies underscore the current study's emphasis on understanding how counselling interventions aid in emotional adjustment and coping in major life changes.

Brouzos et al. (2020) studied the effectiveness of coping oriented group intervention, aimed at preparing students for the transition from primary to secondary school. To assess the effectiveness of structured psychological interventions to increase coping strategies, self-esteem and decrease social anxiety symptomology in students preparing for a significant educational transition. This study used quasi-experimental design with an intervention group and a control group.The results showed that students involved in coping

intervention had significant gains in adaptive coping and self-esteem. They also expressed less social anxiety and more confidence in coping with issues related to school transition. The intervention allowed for participant discussion of concerns, problem solving and offered stress management strategies. The authors found that group interventions have the potential to positively impact emotional adjustment and readiness for major life transitions. This study highlighted the importance of preparing students for coping skills before transitioning, to minimize emotional distress and support successful transition. The results of these studies are important to the current study because they illustrate the beneficial effects of counseling on improving emotional adjustment and improving coping skills in times of change and uncertainty.

Bondarchuk et al. (2023) investigated the relationship between coping strategies, stress, loneliness, and psychological well-being among adults. The purpose of this study was to investigate the possible buffering role of adaptive coping strategies to the negative psychological consequences of stress and social isolation. The researchers conducted a quantitative research design that investigated coping strategies of adults facing different life stressors and situations. The results showed that those who had adopted adaptive coping strategies were more psychologically healthy and less lonely and stressed. Positive coping strategies were correlated with greater life satisfaction and mental health outcomes including problem-solving, emotional regulation and seeking social support. On the other hand, psychological withdrawal and avoidance coping were associated with higher psychological distress and lower psychological well-being.The authors called attention to coping strategies as protective factors that would affect an individual's ability to cope with stress and keep them emotionally stable. The researchers suggested a psychological intervention focused on adaptive coping and resilience should be implemented with adults.The study is very significant for the present research because it emphasizes the role of coping skills in emotional well-being, and it helps to understand the need for counselling interventions to assist people in coping through life transitions.

(Dvořáková et al., 2019) conceptualized the potential role of mindfulness and compassion skills in coping and psychological well-being among college students. The authors propose that the move to college could entail more stress, emotional issues, and challenges of adjustment. They suggest that mindfulness and compassion-based practices might be used to improve emotional regulation and promote healthy development at transition times. The study highlighted the importance of cultivating mindfulness practices, which help people pay attention to their thoughts and feelings without judgment, leading to enhanced emotional regulation and stress management. Compassion skills were also associated with enhanced self-acceptance, empathy and resilience, helping people to deal better with challenges. The authors recommended that these psychological resources help to enhance coping skills and emotional health. The paper highlighted the importance of interventions that focus on emotional awareness and resilience-building during life transitions. The authors found that combining mindfulness and compassion training in counseling could improve adaptation and psychological functioning. The study supports the present research by highlighting the importance of psychological interventions that can be used to enhance emotional health and coping skills of people going through major life changes.

This study by (Lane et al., 2017) investigated the impact of life transitions on emerging adult attachment, social support, and psychological functioning. This study was designed to gain insight into the impact of major life changes on emotional adaptation and on interpersonal relations in transition to adulthood. A comparative research design was used to compare the different experiences of those going on to different transitions. The results showed that emotional well-being and adjustment is significantly affected by life transitions. People with secure attachment relationships and who felt they had a good social support system had higher levels of psychological well-being and greater resiliency in response to change. Those with insecure attachment types, however, scored higher in terms of stress, loneliness, and emotional problems. The findings also showed that social support is a significant protective factor in helping to adapt when experiencing change. The authors highlighted that interventions that enhance emotional support networks and coping strategies are important. The

results presented are relevant for the present study as they show the importance of the interplay amongst life transitions, emotional well-being and coping processes. The study also highlights the importance of psychological counseling that would provide emotional support and resilience to people undergoing significant changes in their lives.

Canoğulları (2025) conducted a study to assess the effect of Group Cognitive Behavioral Therapy (CBT) on the resilience, psychological well-being, life satisfaction and loneliness of psychological counseling students. A mixed-methods research design was used, incorporating both quantitative assessment and qualitative interviews to gain an overall picture of the participants' experiences. The results showed that Group CBT was effective in increasing resilience and emotional wellbeing, and decreasing loneliness. Participants indicated an increase in self-awareness, emotional regulation and confidence in managing stressful situations. The qualitative results indicated that group counselling provided a therapeutic space for the participants to exchange experiences, break negative thought cycles and learn coping strategies.The researchers found that CBT can be used to yield positive psychological outcomes and boost resilience. The author noted that counselling is not only a means of alleviating psychological distress but also a way of enhancing the growth and satisfaction in life. These findings are very relevant to the present study because they offer empirical evidence of the effectiveness of counselling interventions on emotional well-being and coping skills. The study also reinforces the value of therapeutic intervention in helping to deal with life transitions when they are significant.

In their study on the psychological and developmental impact of the transition from high school to college, Nirmalan et al. (2025) found that the transition has significant psychological and developmental effects.The study by Nirmalan et al. (2025) explored the psychological and developmental impact of the high school-to-college transition, revealing significant findings. This study aimed to gain a deeper insight into the emotional impact, personal development and resilience of students during this significant life transition. The authors emphasized that the college transition is an important developmental period which involves many challenges in areas of independence, academics, social change and identity. The study revealed that numerous students face stress, anxiety, homesickness, and uncertainty in the beginning of their college career. This emotional stress can impact on the academic study, social interactions and psychological health. But results also showed that being successful in the college setting plays a major role in personal development, self-confidence and resiliency. Emotionally supported students with effective coping mechanisms had better psychological adjustment and adaptability. The authors underscored the significance of counseling services, mentorship programs and support systems in assisting students to cope with the challenges that are linked to this transition. They found that programmes focused on emotional awareness, stress management and resilience-building programmes can have a profound positive impact on well-being whilst dealing with change. This study is relevant to the current research as it points toward a link between life transitions, emotional well-being, coping, and the impact of psychological interventions in helping people adjust and grow successfully.

Cook et al. (2025) explored the link between social determinants, mental health, and the disruption of life transitions for youth with disabling mental health conditions. This study was designed to explore the relationship between factors like employment, education, housing stability, social support, healthcare access and psychological well-being, during life transitions. The results indicated that young adults with mental health issues are more likely to have negative educational, occupational, and social outcomes in terms of emotions and quality of life. Those who faced financial challenges, poor social support and poor access to mental health services noted more psychological distress and less resilience. The study also revealed that supportive environment and counselling and mental health services were also very strongly associated with emotional adjustment and coping abilities. The authors highlighted that life transitions are not solely shaped by characteristics of the individual but also the wider social and environmental contexts. They suggested improving mental health care and building up supportive interventions to meet both psychological and social requirements. The study is relevant to the current research because it shows the significance of counseling interventions and social supports in maintaining emotional health and adaptive coping during life transitions. The results also

underscore the importance of providing mental health support for people to deal with transition and their mental wellbeing.

2.2 summary of the review

The search of the literature revealed that significant research on life transitions, emotional wellbeing, coping strategies and resilience as well as counselling interventions has been undertaken. Past research has focused on a number of transitions, such as moving from high school to college, retirement, divorce, and transitions in employment. Coping skills, mindfulness, resilience, and psychological support have also been emphasised as important factors in successful adjustment when there is a change. In addition, there are several studies that have shown the effectiveness of counselling interventions in reducing levels of stress, emotional regulation and psychological health and wellbeing.

Though these are valuable contributions, there are still some gaps in the existing knowledge. First, most previous studies have used quantitative research designs and standardized measurement scales to measure emotional well-being and coping outcomes. Although these studies provide much statistical information, they do not give a lot of insights to the experiences, feelings, and perceptions of people in counseling during their life transitions.

Secondly, numerous studies have concentrated on adolescents, college students or older adults, while relatively few studies have been conducted with working adults. The stressors that working adults face with regard to their work responsibilities, financial needs and family obligations are different and unique to them, and as a result, their life transition experiences are different to other groups. Hence, a need to delve deeper into the experiences of this particular group.

The third study is one that has been found that establishes a relationship between the counseling and psychological well-being, but has not specifically examined the relationship between counseling and emotional well-being and coping skills in major life transitions. These studies have tended to concentrate on the results of counseling, rather than on the processes by which counseling is supposed to lead to emotional adjustment and resilience.

In fourth place, few studies have used qualitative methods to explore participant experiences of counseling interventions. Qualitative research is crucial since it gives richness and detail of information about the perception, feelings and coping strategies of the individuals that may not be adequately obtained using quantitative research.

Lastly, it is observed that there is a lack of research in the Indian context. Shifting life stages and how people react to counseling interventions might be affected by cultural values, family dynamics, social norms, and the workplace environment in India. India is a country for which there are few qualitative studies of counselling interventions among working adults, so more context-specific studies are needed.

Thus, the present study aims to bridge these gaps by using a qualitative research approach to gain an understanding of the effect of counselling interventions on emotional wellbeing and coping strategies of working adults in transition. By focusing on participants' lived experiences and perceptions, the study aims to contribute to the existing literature and provide valuable insights for counseling practice, mental health services, and future research.

Chapter 3 RESEARCH METHODOLOGY

3.1 Research Topic

This current study is titled: The Effect of Counseling Interventions on Emotional Wellness and Coping Skills through Life Transitions. The study aims to explore the effects of the counselling process on the emotional and coping skills of working adults who are experiencing significant life transitions. Because the transitions in life can be emotional and psychologically upsetting, the study will address the role of counseling in assisting people to adjust to these changes and learn adaptive coping skills. A qualitative research approach has been used to

gain depth of knowledge about the lived experience and perceptions of those who have had experiences of counselling in times of transition.

3.2 Aim of the Study

This study's overall objective is to investigate how counseling interventions affect emotional wellness and coping abilities of working adults facing life transitions. The aim of the study is to gain insight into the emotional reactions of the participants in periods of change and to explore the role of counselling interventions in emotional adaptation, resilience and personal development. Another aim of this study is to detect coping mechanism that has been acquired or enhanced by the counseling process and participants' views on the effectiveness of the therapeutic interventions.

3.3 Operational Definitions

Counseling Interventions

Counselling interventions are the various structured therapeutic techniques and approaches which professionals such as counsellors or psychologists use to help a person understand and control their thoughts, feelings and behaviours. In this study, counselling interventions encompass a range of therapeutic strategies including person centred counselling, supportive counselling, cognitive behavioural therapy and other approaches that aim to support individuals to deal with emotional challenges related to transition.

Emotional Well-Being

The concept of emotional well-being concerns a person's understanding, regulation and expression of emotions in healthy ways, a positive attitude and adequate psychological functioning. It involves happiness, emotional regulation, self-acceptance, resilience, and ability to cope with stress. Emotional well-being, in this study, is defined as the participants' emotional state prior to, and following, counseling interventions.

Coping Skills

Coping skills are strategies a person uses to deal with stressful situations and/or challenging circumstances; these are cognitive and behavioral skills. These strategies may include problem-solving, seeking social support, emotional regulation, positive reframing, and stress management techniques. In the present study, coping skills refer to the methods adopted by participants to deal with the emotional and psychological challenges associated with life transitions.

Life Transitions

Life transitions are events or changes that impact a person's roles or responsibilities in their personal, social and/or professional life. These changes could be a change in career, promotion, loss of job, retirement, moving home, marriage, divorce, parenthood or changes in family responsibilities. Life transitions are viewed as significant life changes which demand adjustment and adaptation and can significantly affect emotional adjustment and coping skills in this study.

3.4 Variables of the Study

The following is the list of one independent, two dependent and some control variables in the present study.

Independent Variable

Counseling Interventions is the independent variable of the study. Counselling interventions are therapeutic supports that are given to participants to help them cope with emotional distress and enhance coping skills when going through life transitions.

Dependent Variables

The dependent variables are:

Emotional Well-Being: Participants' emotional adjustment, emotional stability, and psychological functioning.

Coping Skills: Strategies and mechanisms that participants employ to respond to stress and adapt to life changes.

Control Variables

Additionally, some of the control variables that could affect participants' experiences and perceptions are taken into account in the study. These variables include:

- Age
- Gender
- Occupation

-Transition in life type experienced

These factors can help to inform a full picture of the participants' emotional experience and help to contextualize differences in emotional reactions in their social and demographic backgrounds.

3.5 Inclusion Criteria

Participants in the study have the following characteristics:

- Working people from age 25 to 50 years of age.
- People who have undergone one or more major life changes: career change, change in job status, move, retirement, promotion, change in family responsibilities.
- People who have completed at least 4–6 counseling sessions.
- Voluntary participants who give informed consent and who share their experiences.
- People who can communicate and answer the open-ended questionnaire in detail.

The inclusion criteria have been set to ensure that the participants have enough experience in both the life transitions and counselling interventions so that they can give relevant and meaningful information to the study.

3.6 Exclusion Criteria

The following groups of people are not included in the study:

- People with serious psychiatric illnesses that could affect their involvement in the research.
- People less than 25 years old and over 50 years old.
- People who didn't attend 4 or more counselling sessions.
- Persons who refuse to give informed consent.
- Persons who cannot give adequate information about their experiences.

These exclusion criteria have been used in the interest of consistency in the study sample and of the quality and validity of the data gathered.

3.7 Research Design

In the present study qualitative descriptive research was used. Qualitative research is suitable in cases where the aim is to investigate human experiences, perceptions and meanings related to certain phenomena. The present study aims to explore participants' lived experiences with counseling interventions in life transitions, which a qualitative approach will allow to provide rich and detailed description not possible in quantitative research.

Descriptive research design allows the researcher to explore the emotional experiences, coping and perceptions of the participants with regards to the counselling interventions. This approach allows for a deep understanding of the role of counselling in emotional adjustment and personal development in times of transition.

3.8 Sampling Technique

The study employs purposive sampling technique. Purposive sampling is a sampling technique that involves selecting the participants according to their specific characteristics, which are important for achieving the research goals.

The rationale for selecting participants in the present study is that they have gone through important life changes and received counselling interventions. Purposive sampling enables a researcher to select those who will offer a substantial amount of information that will enable them to gain a detailed understanding of the phenomenon of interest. This approach is more appropriate for qualitative research, where the goal is to gain depth and richness of information, rather than a statistical generalisation.

3.9 Sample Size

The number of participants in the study recommended is 30 to 50. For qualitative studies, sample size is usually decided by the criterion of data saturation, which is that no further information and themes are discovered from the data.

With a sample size of 30 to 50 participants, the results are likely to be comprehensive and meaningful enough to provide a picture of the experiences of working adults who have experienced counseling in a life transition. The size of this sample enables the researcher to look at variations in experiences and yet have enough depth of analysis.

3.10 Tools of Assessment

Socio-Demographic Schedule

A researcher made socio-demographic questionnaire will be prepared for getting background information from the respondents. The schedule will have information like:

- Age
- Gender
- Occupation
- Marital status
- Educational qualification

The type of life transition experienced

The number of times that counseling was received

The socio-demographic data will give the researcher an idea of the characteristics of the participants and will give some context to the findings.

Open-Ended Questionnaire

The data will be collected mainly by using open-ended questionnaire. The questionnaire will include open-ended, exploratory questions that will elicit detailed descriptions from the participants.

The following sections of the questionnaire will be included:

Section I focuses on emotional experiences.Section I is about emotional experiences.

Questions about feelings and issues that may arise when going through life changes.

Section II: Counseling Experiences

Items addressing the participants' perceptions of counseling interventions and therapeutic relationship.

Questions relating to coping pre-counselling and post-counselling.

Personal Growth

Questions exploring change in self-awareness, resilience, emotional control and personal growth after counseling.

Open ended questions give participants the opportunity to share their thoughts and experiences freely and in their own words.

3.11 Procedure of Data Collection

Ethical approval and permission from relevant authorities will be obtained before the data is collected. Those who fit the inclusion criteria will be located via counseling centers, mental health professionals, and professional networks.

The researcher will inform the participants of the nature and purpose of the study and gain informed consent from the participants. Participants will be given assurances that participation is voluntary and responses will be kept in confidence.

After which the socio-demographic schedule and open-ended question schedule will be given. There will be enough time for participants to answer with detail to the questions posed. All responses will be recorded, structured and ready for analysis.

3.12 Method of Data Analysis

The data gathered in open-ended questionnaire will be analyzed according to Thematic Analysis as proposed by Virginia Braun and Victoria Clarke (2006).

Thematic analysis is a popular approach for the identification, organization and interpretation of patterns of meaning in qualitative data. This approach is broken down into six steps:

The first step is to get acquainted with the data.

Step 1 is to get familiar with the data.

The researcher will read and reread the responses, until familiar with the content.

The second step is to create the initial codes.The second step is generating initial codes.

Meaningful information and important statements will be systematically coded.

Step 3: Searching for Themes

The potential themes and subthemes will be derived from similar codes.

Step 4: Reviewing Themes

The identified themes will then be reviewed and refined for consistency and relevance.

Gain a deeper understanding of the process of identifying and naming themes.

Themes will be well stated and well-named to convey the content.

At this stage, the report is produced.Step 6: Production of Report

The last stage is to share the results and to analyze and discuss the themes in relation to the research questions and previous studies.

Based on the above discussion, it is concluded that thematic analysis is appropriate for the present study, as it allows in-depth analysis of participants' subjective experiences and help in analyzing the qualitative data with a systematic framework.

3.13 Ethical Considerations

Research will be conducted in an ethical manner.

Informed Consent

Full information about the purpose, procedures, and voluntary nature of the study will be provided to participants prior to their participation.

Confidentiality

All information given by participants will be treated with confidentiality and only for academic purposes.

Voluntary Participation

The participants will be able to enter and leave the study freely, and there will be no penalties for their decision to withdraw.

Anonymity

The participants' names will not be released for any report or publication. Their privacy will be protected by using codes or pseudonyms.

Non-Maleficence

The study will ensure that the participants will not suffer psychological harm or emotional distress as a result of participation.

Data Security

All data collected will be kept secure and only accessed by the researcher and the research supervisor.

To uphold these ethical standards, participants' rights will be protected, and the integrity and credibility of the research results will be guaranteed.

CHAPTER 4: RESULT

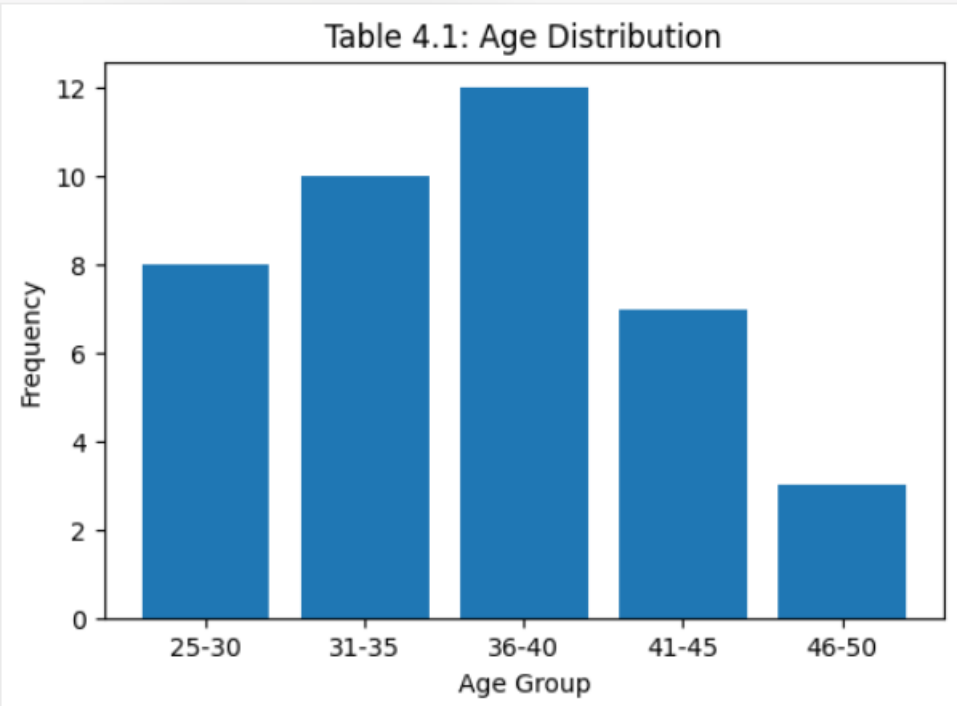
The results from the data gathered from working adults that have had major life changes and who attended counseling sessions are analyzed and interpreted in this chapter. The results are presented in two parts. The demographic profile of participants is presented first followed by the themes that emerged from the thematic analysis of the participants' responses in the second section. The themes provide an understanding of the impact of counseling interventions on emotional well being and coping during life transitions.

4.1 Demographic Analysis

A total of 40 participants who met the inclusion criteria participated in the study. Participants' demographic characteristics are shown below.

Table 4.1 Age Distribution of Participants

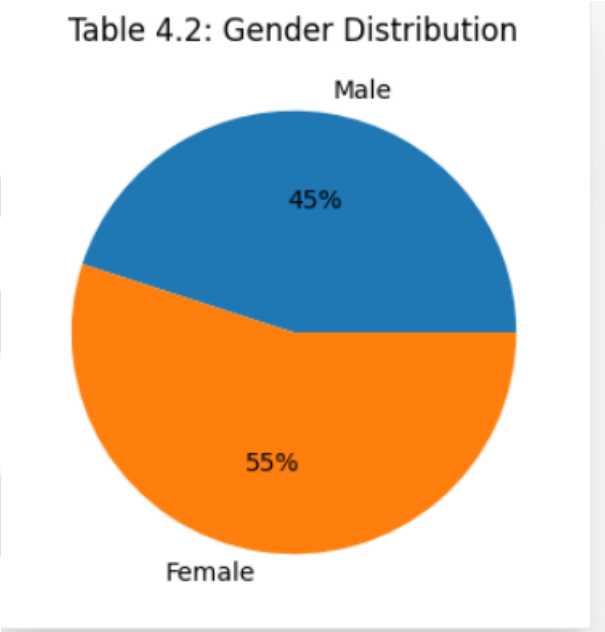
Age Group (Years)	Frequency	Percentage (%)
25–30	10	25.0
31–35	12	30.0
36–40	8	20.0
41–45	6	15.0
46–50	4	10.0
Total	**40**	**100.0**



The above table depicts that the majority of participants (30%) were in the age group of 31-35 years followed by 25% in the age group of 25-30 years. The age group 46-50 years accounted for 10% whereas 41-45 years accounted for 15% of the sample, respectively.The age group 46-50 years accounted 10%, 41-45 years accounted 15% respectively. The results indicated that young to mid-adulthood is a time of life when there are several transitions, which could require psychological support and counseling responses.

Table 4.2 Gender Distribution of Participants

Gender	Frequency	Percentage (%)
Male	18	45.0
Female	22	55.0
Total	**40**	**100.0**



As shown in the table, 55% of the respondents were female and 45% were male. The higher percentage of women could suggest a higher acceptance among women to receive counseling services and engage in emotional and mental health-related discussions.

Table 4.3 Occupation Distribution of Participants

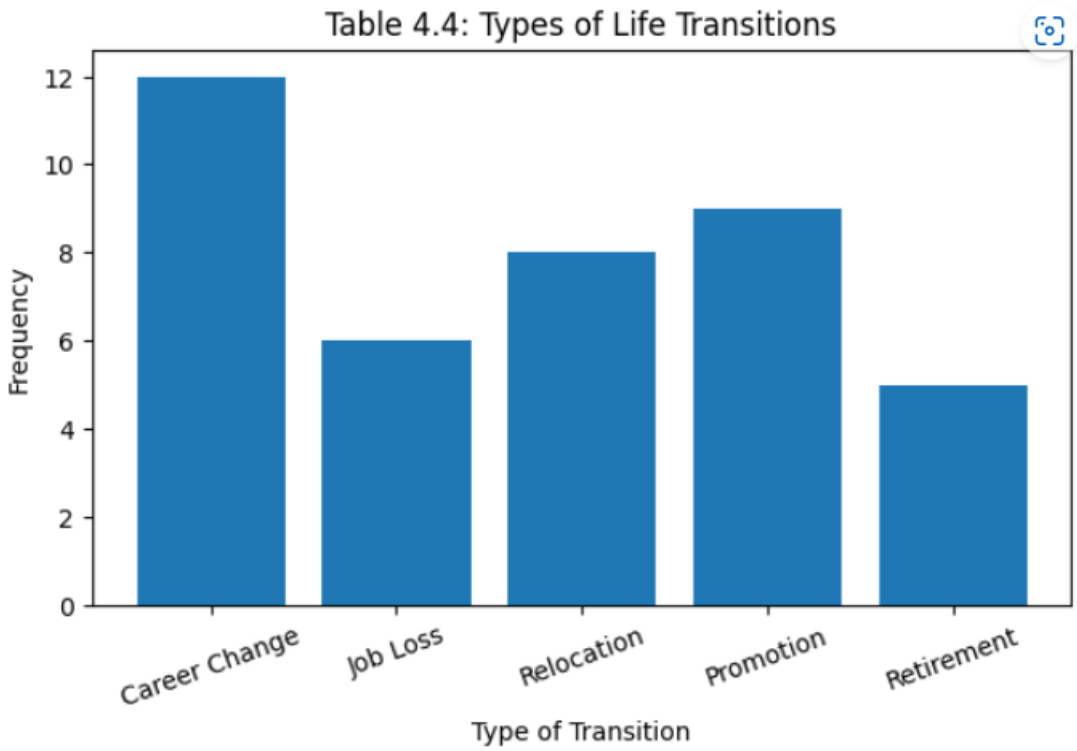
Occupation	Frequency	Percentage (%)
Private Sector Employees	18	45.0
Government Employees	8	20.0
Self-employed	6	15.0
Teachers	4	10.0
Healthcare Professionals	4	10.0
Total	**40**	**100.0**



The results show that most of the respondents were from the private sector. People in the private sector can experience emotional issues when facing life changes due to occupational stress, career uncertainty and organizational changes in their work.

Table 4.4 Types of Life Transitions Experienced by Participants

Type of Life Transition	**Frequency**	**Percentage (%)**
Career Change	12	30.0
Job Loss	8	20.0
Relocation	6	15.0
Promotion and Increased Responsibility	5	12.5
Marriage and Family Changes	5	12.5
Retirement Planning	4	10.0
Total	**40**	**100.0**



The results suggest that among participants, the most frequent life transition was career-related transitions. Occupational transitions, considered as career changes and job loss, accounted for 50% of the sample, meaning that career transitions are important contributors to emotional stress and adjustment difficulties among working adults.

4.2 Thematic Analysis Findings

Thematic analysis was used as suggested by Braun and Clarke (2006) to analyse the responses received from the participants. From the data, five major themes were identified:

- Emotional Distress as a result of Life Transitions
- Perceptions of Counseling Interventions
- Coping Skills development
- Improved Emotional Regulation
- Personal Growth and Resilience

Theme 1: Emotional Distress During Life Transitions

The first key trend that came from the data was emotional distress around life changes. The majority of participants had mentioned that they had suffered from a lot of emotional stress in change. Anxiety, uncertainty, fear, frustration, sadness and helplessness were commonly reported emotions.

Life transitions were reported as being a time of turmoil and instability. People who lost their jobs indicated an insecurity in future financial security and fear. People who changed careers or moved to a new location said they were worried about settling into a new environment and taking on new duties (Magnano et al., 2021). Some of the participants stated that they suffered from sleep problems, ruminating, difficulty focussing and emotional fatigue.

Additionally, many respondents reported that life transition uncertainty adversely impacted self-confidence and a sense of control. They reported being burdened with too many responsibilities and having a difficult time balancing professional and personal life. The results indicate that life transitions are a powerful destabilising factor of emotional well-being and can exacerbate stress and psychological distress.

These results corroborate previous studies which indicate that life transitions correspond with higher rates of stress, anxiety and emotional distress. Participants' emotional difficulties and needs during significant change underscore the importance of effective psychological support during significant life changes.

Theme 2: Perceptions of Counseling Interventions

The second theme that came out of the analysis was related to participants' perceptions of counselling interventions. The majority of the participants felt that counseling was a positive and beneficial experience, which aided them in understanding their emotions and dealing with challenging situations.

Participants said counseling gave them a safe space and a space free from judgment where they could openly discuss their concerns and feelings. A number of participants reported feeling lonely and lost before counselling, and that through the therapeutic relationship they were able to express themselves and explore their situation from a different perspective.

Some expressed counseling as an emotional aid and discovery about oneself. They reported that during counseling sessions they recognized their negative thinking patterns, questioned negative thoughts, and learned more positive patterns of thinking (Huang et al., 2021). The empathy, guidance and encouragement of counselors was valued by participants.

Other participants also noted the need to feel understood and validated in counselling. Feeling less lonely and emotionally burdened seemed to be reduced by the chance to share experiences with a supportive professional.

The overall results were the participants' perceived value of counseling interventions in relation to emotional understanding, psychological support, and adaptive adjustment in life transitions.

Theme 3: Developing Coping Skills

Development and strengthening of coping skills was the third theme found in the analysis. Participants shared that counselling interventions enabled them to learn practical skills on how to manage stress and how to cope with difficult situations.

Prior to counseling, many participants reported using avoidance tactics, emotional suppression or over worry when dealing with stressful situations. They were taught alternative ways of coping through counselling, including problem-solving, positive thinking, time management, relaxation techniques, and seeking social support.

Participants also indicated an improvement in stress management and interpersonal conflict resolution for work-related stressors. Some of the participants said that through counseling they learned that self-care and a healthy work-life balance are important.

The other finding of major importance was the rise in emotion related coping behaviours. Participants said that they became more conscious of their emotions and learning strategies to help them control negative emotional reactions to learning (Park et al., 2020). Frequently cited coping strategies acquired as a result of counselling included deep breathing exercises, mindfulness practices and positive reframing.

The results suggest counseling interventions are a key component in helping to improve adaptive coping skills and provide individuals with useful tools to support effective coping with life changes.

Theme 4: Better emotional regulation

Improved emotional regulation was the fourth theme to be identified from the data. Emotional regulation is when someone knows about their feelings, can observe them, and regulates them appropriately and positively.

The majority of participants described increased awareness of emotional responses as a result of counselling and an understanding of what contributed to their distress. They reported that they were more in control of their emotions and less reactive to stressful situations.

Participants reported feeling better able to regulate their anger, sadness, fear, and anxiety. Some of the participants reported that they had become more patient and emotionally balanced after counselling intervention. Some reported a feeling of emotional stability and confidence in tackling future challenges.

Some participants also noted that counselling helped them to embrace challenging feelings instead of suppressing, avoiding or ignoring them (Dye et al., 2020). They were taught that it is normal to experience emotions when life changes and it is important to recognize emotions as a part of being psychologically healthy.

The results indicated that counselements were a significant factor in emotional regulation in helping people to perceive and manage their emotions more effectively.

Theme 5: Personal growth and resilience

The last theme that emerged from the thematic analysis was personal growth and resilience. Many participants reported that counseling helped them to make positive changes in their attitudes, beliefs and self-perceptions, and that they found it to be a transformative experience.

Many participants noted improved self-awareness, and an understanding of their own strengths and weaknesses. They gained confidence in their ability to deal with difficult situations and adapt to change through counseling.

Participants also indicated that they had become more resilient following counseling interventions. They reported increased strength, optimism, and ability to adapt to future challenges. Some of the participants perceived life transitions as learning experiences and opportunities for growth as well as a stressful event.

Another significant discovery was the growing positive attitude towards life. Participants indicated that they now had greater appreciation of personal relationships, communication skills and acceptance of uncertainty and change.

The results indicate that counselling interventions go beyond symptom reduction and help with overall psychological development and resiliency (Althammer et al., 2023). It is believed that people become more able to understand themselves, to be stronger in their emotions, and to be better able to manage life future transitions through counselling.

CHAPTER 5 DISCUSSION

The results of the present study showed that many life changes are related to high emotional demands that impact individuals' psychological functioning and coping skills. The findings suggest that counselling interventions offer important emotional support and aid to positive psychological adjustment.

Themes uncovered in the study align with prior research showing that counseling interventions have a positive effect on emotional regulation, decrease psychological distress, and increase adaptive coping. The results also indicate that counseling can foster personal development and resilience by helping individuals become more aware of themselves, feel accepted for who they are, and become more confident in their ability to cope with future challenges.

Overall, the study underscores the role of counseling interventions in helping working adults during transition and the importance of providing accessible and effective mental health services to help foster emotional well-being and coping during periods of transition.

Conclusions Drawn from Findings

The present study results found that life transitions can be linked to emotional issues, including stress, anxiety, and a lower psychological well-being. For working adults, facing major changes and transitions in their personal and professional lives often brings challenges to the table for them. The study showed that counseling interventions were significant in terms of understanding the feelings of participants, coping with stress and acquiring adaptive coping strategies.

The thematic analysis also revealed that counselling interventions had positive effects on emotional regulation, self-awareness and resilience. Participants indicated improvements in coping skills and felt counselling was a helpful and empowering experience. The results of this study indicate that counselling interventions would have a positive impact on emotional wellbeing and coping of working adults during life transitions, generally.

Limitations and Implications

The present study has some limitations that must be taken into consideration when interpreting the findings of the study. Firstly, the study comprised a small number of subjects, making the findings less generalizable to a larger population. Secondly, the study was based on self-reported experiences, which can be distorted by memory effects, personal interpretations or social desirability effects. Third, the participants were selected through purposive sampling, and this may not provide a broad range of representation for all working adults with life changes. Lastly, it was not a longitudinal study; thus, it is hard to assess the lasting impact of counseling interventions on emotional well-being and coping skills.

Although there are some limitations to this study, it is significant for counseling practice and mental health services. The results indicate the importance of timely psychological support for people in a major life transition. These insights can help counselors and mental health professionals tailor and create more client specific and client centered interventions that support the emotional and coping needs of the working adult. The study also highlights the need to embed mental health services into the workplace and community to enhance access to counselling and psychological support.

Recommendations

The results of the study have been used to make a number of recommendations. First, organizations and employers should encourage employees and people they know to be mindful of mental health and offer counselling or employee assistance programs to help people dealing with life transitions. Secondly, in therapeutic sessions, counselors should integrate emotional regulation, promoting resilience and adaptive coping strategies.

Third, mental health workers should try to get people to seek counseling when there's a major life transition, and not when emotional issues are very strong. Fourth, the results of future studies might be more generalizable given larger and more diverse samples. Longitudinal research designs can also be used to assess the long-term outcomes of counseling interventions on emotional outcomes and coping strategies.

Finally, other qualitative and mixed-method studies are called for to foster an understanding of what happens to people as they transition in various cultural and occupational settings. This kind of study can help to improve the effectiveness of counselling interventions, as well as the quality of mental health services.

Chapter 6 CONCLUSION

6.1 Summary of the Study

Life transitions are a natural, significant, and changing process affecting an individual's life in terms of personal, social and professional development. These can involve transitions in employment, separation, move, marriage, retirement or family responsibilities. While experiencing these events, there is a risk of emotional distress, uncertainty, and difficulties with coping and adjustment, but there is also the possibility of personal growth and new opportunities. For working adults these can be very stressful times as they may have a number of responsibilities and expectations both personal and professional.

This study was conducted to investigate the effects of counseling interventions on emotional stress and coping mechanism of working adults going through life transitions. The qualitative nature of this study aimed to understand the participants' lived experiences and perceptions about counselling interventions.

The specific aims of this study were: To tap the emotional experience of working adults in times of transition, To describe participants' perceptions of counseling interventions, To describe coping strategy that emerged from counseling, To describe changes in emotional well-being and personal growth following counseling interventions.

The study used the qualitative descriptive research design. The participants included adults (aged 25-50) from the working class who had gone through some major life changes and attended at least 4-6 counseling sessions. The selection of participants was based on purposive sampling in order to get rich and meaningful information related to the phenomenon that was studied.

A socio-demographic schedule and an open-ended questionnaire were used to gather data. The questionnaire allowed participants to share in their own voice their experiences and perceptions. Thematic analysis suggested by Braun and Clarke (2006) was used to analyse the collected data. The results of data were obtained through a systematic interpretation and coding process, resulting in several themes and subthemes.

Results found that emotional challenges like stress, anxiety, uncertainty, fear and emotional exhaustion were common in the life transitions. Participants experienced the counseling interventions positively and were able to identify emotional support, self-understanding and guidance as perceived benefits for them during difficult times. The study also revealed that counseling interventions were a factor in the development of effective coping mechanisms, better emotional regulation and better resilience and personal growth.

In general, the results of the study showed that counseling interventions have a significant role in assisting people to transition in their lives and can have a positive effect on emotional well-being and adaptive coping.

6.2 Major Findings

The key outcomes of the study are summarised below:

- More than half of the participants reported feeling emotional stress such as anxiety, confusion, fear and uncertainty in life transitions.
- The second leading cause of emotional strain identified in the participants was related to career-related transitions, such as changing careers, experiencing unemployment, etc.
- Participants felt counselling interventions were beneficial and supportive to them in their understanding and management of their emotional experiences.
- Counselling interventions created a safe and non-judgemental space that allowed for the expression of emotions and reflection on the self.
- Participants experienced some significant gains in coping skills such as problem-solving, stress management, regulation of emotions and seeking social support.
- Counselling interventions led to more self-awareness and acknowledging and reframing negative thinking patterns.
- The participants indicated that their emotional stability and confidence in dealing with future challenges had improved.
- Counselling was a tool for personal growth, resiliency and positive thinking around life/changes.
- The results indicate that counseling interventions lead to symptom reduction but also to psychological development and emotional adjustment, which is long term.

6.3 Implications of the Study

Implications for Counseling Practice.

The results of this study underscore the need for counseling interventions for emotional well-being and adaptive coping during life transitions. Client-centered responses should be used by counselors that encompass the

emotional and coping experiences and needs of those facing major transitions in their lives. Emotional regulation, building resilience, self-awareness and healthy coping strategies should be therapeutic goals.

Implications for Organizations

Organizations can be a key source of support for employees undergoing personal and professional change. The results suggest that organizational supportive working environments that promote employee mental health and well-being are required. Employers should promote mental health awareness, make counseling services available and conduct workplace mental health programs to assist employees in coping with stress and change.

Policy implications for mental health.

The research highlights the need for affordable and easily accessible mental health care. Protective policies should also be created in recognition of the need for psychological support at life transitions and by ensuring the incorporation of mental health services into community and workplaces. Improvements in mental health can be achieved through enhanced counseling services and mental health awareness initiatives, which can have a significant impact on the psychological well-being of working adults.

Important implications for Employee Assistance Programs.

The results are encouraging in terms of implementing and scaling up Employee Assistance Programs (EAPs) in organizations. These can include confidential counselling, stress management interventions and psychological support for employees undergoing a key life change. When done properly, an Employee Assistance Program can help employees stay healthy, improve attendance, boost productivity and increase organizational health.

6.4 Suggestions for Future Research

The present study has given valuable insights into the experiences of working adults going through life transitions, although there are some areas which could be explored further.

In future studies, larger and more diverse samples should be used to increase the generalizability of the results. Additionally, researchers can analyse people's experiences of different occupational groups, cultural backgrounds and socioeconomic statuses in order to have a wider picture of the phenomenon.

Long-term effects of counselling interventions on emotional well-being and coping skills are suggested to be explored using longitudinal studies. These studies can help to shed light on the long-term sustainability of counselling results.

In addition, future researchers can use mixed-method research strategies to integrate qualitative and quantitative methods to gain a more holistic knowledge of the effectiveness of counseling interventions.

There is also comparative research on the various counselling strategies, including solution-focused, person-centred and CBT, which can help inform the creation of new, effective intervention strategies.

In conclusion, future studies could investigate the effects of digital counseling and internet-based mental health interventions, especially as technology continues to evolve and ways of service provision shift.

6.5 Conclusion

Life transitions, whether positive or negative, are learning opportunities that can be difficult and have a great impact on a person's emotional health and capacity to deal with change. According to the results of the present study, the emotional distress, uncertainty and adjustment challenges that can occur during significant life changes are often experienced by working adults. Counselling interventions were identified as a crucial component for the understanding of emotions, the development of effective coping strategies, and adapting to changing circumstances.

The study emphasizes the transformative power of counselling, showing how it can assist in emotional regulation, resilience, personal awareness and growth. Counselling was seen as a helpful resource to assist them in coping with challenging experiences in their life and to help them build confidence to tackle future challenges.

To sum up, counseling interventions are considered a vital psychological tool that can be used by people undergoing life transition. Increasing access to counselling services and encouraging mental health support systems can have a major impact on emotional health and coping mechanisms of working adults. The main conclusion of this study adds to the body of counseling psychology research and highlights the need for prompt and effective psychological treatment when there are important life transitions.

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