

## **Understanding Subjective Liminality and Exploring Its Applications to Leadership Development**

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### **ABSTRACT**

Modern careers are marked by long periods of feeling betwixt, or ‘in-between,’ which can have significant impact on people’s well-being and career development. Yet, there is no validated measure of this experience, recognized as subjective liminality. The present research (1) conducts a systematic review of the literature to operationalize subjective liminality as a second-order latent construct reflected by three dimensions: the feelings of novelty, ambiguity, and reduced social identity commitment; (2) develops a scale to measure subjective liminality and demonstrates the validity and reliability of the scale; and (3) shows that subjective liminality as measured by the scale, can predict a variety of career behaviors, including readiness to change, professional identity exploration, and reduced career satisfaction. The next phase of the research will focus on applying this construct to the context of leadership development. Specifically, the study will explore how vision-based coaching might help people deal with feelings of subjective liminality.