

ALL CHANGE

BRIEF FOR FACILITATORS

Key Themes	Change Management
Participants	Any Number
Timings	Flexible
Materials Required	None

Overview

The objective of this activity is to support participants identify with people's behaviour and feeling during times of change.

Running the activity

Place participants into pairs and ask them to face each other. Then ask them to take a good look at the person in front of them and memorise what that person is wearing.

Next, ask them to face away from their partner and change five things about themselves (typically people will take off a shoe, remove a watch or ring or perhaps remove their glasses). After they have done this, ask the pairs to turn and face each other again and identify what has changed about their partner.

Review

In the review, ask participants how easy it was to change things about themselves. Usually they will say that it is hard to change five things.

The important thing to note is that most people associate 'change' as removal or loss of things. How many people actually added something to themselves to change their appearance? In life, we tend to associate change with loss. However, the reality is that change can also include gain.

A side thing to note is how quickly once people realise the exercise is over they return their clothing or appearance back to the way it was. Given the chance, people will always revert back to 'the way things were'. This is also typical of change situations.

Alternatives

Another thing you can do with this exercise is continue to ask people to keep changing five things about themselves. They will begin to get extremely frustrated and start to comment that they cannot possibly change anything else. Only the quick thinking will realise that perhaps they can start to add things. This highlights the frustrations people can feel through continual change.