

Impact of Change Exercise/Change 5

Directions

Round I

- Ask people to pair up and observe each other without speaking
- Ask pairs to stand back to back
- Ask each person to change five physical things about their appearance (attire, accessories, hair, etc)

[As this is going on, listen to the things being said by people and record salient items]

- Ask people to turn, face their partners, and be quiet for 30 seconds

[People will want to immediately start talking about the changes, but don't allow them to say anything]

Round II

- Ask people to stand back to back again
- Ask them to change five additional things about themselves, without changing back the things they changed previously

[As this is going on, listen to the things being said by people and record salient items]

- Ask people to turn, once again face their partners, and be quiet for 30 seconds

[People will want to immediately start talking about the changes, but don't allow them to say anything]

Round III

- Ask people to stand back to back once again
- Ask them to change five additional things about themselves, without changing back the things they changed previously

[As this is going on, listen to the things being said by people and record salient items]

- Ask people to turn, once again face their partners, and be quiet for 30 seconds

Suggestions for Debrief

How did people feel? Flipchart responses.

Tell people what you heard them say during the exercise—does it sound familiar?

Refer to a pre-printed flipchart showing the features of change that are the most challenging

Compare the results of the exercise to what is happening in the workplace

What would help people adapt to the changes? Record responses

Discuss not allowing people to process the changes in each round of the exercise. What did you want to do?

What happens when additional change is forced on people in the workplace before they have had the chance to adapt to the current one?