

Driving Change

Exercise: Change Acceptance Activity

The first step to enacting change effectively is to make sure that your employees are comfortable with the basics. This activity is designed to remind people that change is not always threatening, bad or frightening. It can be fun, challenging and exciting.

Objectives

- To identify some of the changes in life that individuals look forward to, and reduce tension.

Method

Step 1 - Place a sufficient number of chairs in a circle. Ask participants to sit and make a note of what they can see, hear, smell, etc. After a few minutes ask each person to move to another chair several places away and repeat the procedure. After a few minutes, repeat the procedure again.

Then lead a brief discussion on what changed when they moved around, what was the same, and how they felt about moving.

Step 2 – At the top of an overhead or whiteboard, write the word “Changes”. Brainstorm and chart the types of changes that participants look forward to: for example; vacations, receiving visitors, traveling, buying new clothes, etc. Follow this by exploring briefly:

- *What stops us looking forward to change?*
- *When does this happen to us?*
- *How can we give ourselves permission to look upon change as fun?*

Step 3 - Divide participants into small groups and ask them to think about a change they want to make. Invite each group to choose one of these changes and to write it up in the form of a 2 or 3 person role play, giving particular emphasis on making the change as much “fun” as possible.

Once the role plays have been prepared, they should be performed in front of the other groups, with all other participants acting as observers. Remember to debrief the players properly after each role play.

Step 4 - Review the activity examining

- What was learned about approaches to change;
- how it felt to have fun while making a change;
- what participants have gained from the exercise to help them enjoy changes in the future.