

THE CHANGE

Exercise

CHALLENGE (GOAL, OBJECTIVE):

To recognize the power of frame reference, shift perspectives, and experience change as a possibility.

GROUP SIZE: 2 +

TIME: 15 - 20 minutes

EQUIPMENT: None

PROCEDURE AND RULES:

Each person finds a partner and are given 30 seconds to take a good look at one another. Then, they are asked to turn their backs to one another. Each person is asked to make 5 changes in their physical appearance. When they have finished making the changes, ask them to face each other again. Each person will try to identify the changes their partner made.

Next, LEAVING the original 5 changes in place, they are asked to turn their backs again and make an additional 7 changes (they cannot reverse the 5 changes). When done, they will face each other again and identify the 7 changes. After, they can 'get dressed'.

DISCUSSION /DEBRIEF:

Typically, we see change from a deficit viewpoint - what will I have to give up, let go of, or lose. Often, people will say change is "hard, unclear, creates fear, and raises negative emotions." From the deficit viewpoint, it is easy to move to a position where "there is nothing left for me to take off!"

It is at this point that some creativity may begin to enter the picture. For those who begin to challenge the paradigm, they may think outside the box and ask someone close to them for their items: "Here, you take my hat, and I will take your shoe." They may grab a pen from the table, or hold a cup. From the appreciative paradigm, more options appear. Change means adding new things, sharing with others, letting go of what doesn't work and bringing in what will work even better.

- What happened during the first set of changes? What types of changes were made?
- When given the second direction, what were your thoughts? How did you accomplish this?
- How do you usually view change? What would happen if you viewed change as an opportunity?