



Three Changes

Ask delegates to find a partner and stand opposite each other.

They should observe each other really well in terms of how the other person is dressed.

Then ask them to turn around and with their backs to each other, change 3 things about their appearance. Stress that they should stay with your backs to each other until you tell them to turn around.

When everyone is ready, ask them to turn around and face each other and spot what's different about their partner.

Now turn around again and change 3 more things. Same rules apply.

What additional changes can they identify?

Start with a third round, but when people start to try and make 3 more changes, say it's OK – you can stop.

Debrief:

- How did you feel when asked to change 3 things?
- And three more things?
- And when you thought you had to do it again?

Debrief around how change can be exciting at first, but gets harder, especially if we haven't been able to embed the first changes. Making the first changes was probably a lot easier than the later changes. By the end people were probably frustrated.

One additional point...after discussion, ask "How many of you still have all 6 things changed?" If not why.....(We naturally want to revert back to our comfort zone, and unless change is constantly reinforced, this is what people will consciously or unconsciously do!)