



Step to It

Before the exercise prepare two flipcharts/slides as follows:

Step to it (1)

Old Ways	New Ways
Left = Left	Left = Forward
Right = Right	Right = Back
Forward = Forward	Forward = Right
Back = Back	Back = Left

Step to it (2)

Old Ways	New Ways
Up = Up	Up = Front
Down = Down	Down = Side
Front = Front	Front = Down
Side = Side	Side = Up

Step to it (1) – Instructions

Introduce the 'Step to it' activity as a short exercise in experiencing change. Reveal the flipchart that explains how the old ways are going to be changed into new ways.

Allow delegates a minute or two to look at this and check that they all understand the four simple changes.

Inform delegates that they will all have to march following your verbal instructions under the new rules, i.e. the changed ways.

Ask delegates to find a clear space on the floor. Then read out the instructions provided overleaf. At the end of this part of the exercise check how the group have done. Have they all interpreted the new instructions correctly? Are they all in the same place?

Repeat the simple set of instructions to all three more times, increase the pace and shout loudly, but keep the atmosphere light stop the activity when everyone has had enough.

After this, discuss why change is difficult.



INSTRUCTION	ACTUAL DIRECTION
LEFT	Forward
RIGHT	Back
LEFT	Forward
BACK	Left
RIGHT	Back
FORWARD	Right
BACK	Left
RIGHT	Back
LEFT	Forward
FORWARD	Right
BACK	Left
RIGHT	Back
LEFT	Forward
LEFT	Forward
BACK	Left
FORWARD	Right
RIGHT	Back
LEFT	Forward
FORWARD	Right
BACK	Left



Step to it (2) – Instructions

Introduce the second part of the Step to it activity by explaining that because the first round of changes have not had the impact desired, a further set of instructions has been issued.

These instructions apply to arm movements and must be performed simultaneously with the marching instructions.

Reveal the instructions of the pre-prepared flipchart, and then provide an example and demonstrate.

For example, if you say, “step forward arms up”, they should actually have moved right with their arms held out in front.

Place the first set of instructions next to this new set, so that they can be viewed together. Allow delegates a few minutes to study them.

Then, read out the second set of instructions as outlined on the next page and ask delegates to complete them as before. Repeat two or three times.

Congratulate anyone who manages to comply with the new instructions accurately.

When everyone has either given up, or mastered it, stop the activity.

After this, discuss how change feels (and how this affects behaviour) Link to resistance to change and change fatigue etc.



LEGS		ARMS	
INSTRUCTION	ACTION	INSTRUCTION	ACTION
LEFT	Forward	FRONT	Down
RIGHT	Back	SIDE	Up
LEFT	Forward	UP	Front
BACK	Left	DOWN	Side
RIGHT	Back	UP	Front
FORWARD	Right	SIDE	Up
BACK	Left	FRONT	Down
RIGHT	Back	DOWN	Side
LEFT	Forward	SIDE	Up
FORWARD	Right	UP	Front
BACK	Left	DOWN	Side
RIGHT	Back	UP	Front
LEFT	Forward	FRONT	Down
LEFT	Forward	SIDE	Up
BACK	Left	DOWN	Side
FORWARD	Right	FRONT	Down
RIGHT	Back	UP	Front
LEFT	Forward	SIDE	Up
FORWARD	Right	FRONT	Down
BACK	Left	DOWN	Side