**Change Challenge**

* **Equipment:** No materials needed.
* **Time:** 20 - 40 minutes (depending on depth of debrief)
* **Outcomes:** Dealing with barriers and resistance to change; identifying the need to sustain changes through support
* **Icebreaker Set-up/Procedure:** Tell participants that you would like to try an experiment with making changes. Ask them if they will agree to live with the changes that will be made until the experiment is over. Let them know this experiment takes about 30 minutes and they won't have to make any changes they feel uncomfortable with. Make sure the participants agree that they will maintain whatever changes are made until the exercise is over.
* **Rules:**  
  1. Every one choose a partner and stand facing each other. They must get out of their seats.  
  2. Study your partner because they will be making some changes.  
  3. Turn your back to your partner and make 5 changes to your physical appearance (switch watch from one wrist to another, untie shoelace, remove glasses, etc.)  
  4. Give participants 30 seconds to complete the changes.  
  5. Face your partner and identify as many changes as possible. (Give about 30 seconds)  
  6. Repeat 5 changes twice more, each time giving participants 30 seconds.  
  7. Finally, ask participants to make 10 changes in 20 seconds. (You will likely get some resistance at this point). When you start to get verbal resistance call "Stop" and then begin your debrief.
* **Debrief:**  
  Q. How did you feel when you were being told to make so many changes?  
  Q. Why are people resistant to making changes?  
  Q. What can you do to make it easier on those you work with to accept necessary change?  
  Note: Begin your debrief with the preceding questions. At some point during the debrief participants will begin to "undue" the changes they have made to their physical appearance. At this point ask the following questions:  
  Q. What was the agreement we made when we started this experiment?  
  (Keep pressing until someone states "we agreed to live with the changes that we made until the experiment was over")  
  Q. Why is it difficult to maintain changes once they are made?  
  Q. What kind of support is necessary to maintain change?  
  Q. What changes are you facing, or have recently made that need to be better supported?
* **Facilitator note:** The Change Challenge is an initiative which pushes participants past their comfort zone regarding change. Challenges surrounding change is the central piece of this initiative. This is a good meeting icebreaker because it prepares participants to work with the barriers to change in an experiential way.