Exercise for Managing Change

“Change your Seat”

**Change Your Seat**

**Duration:** 5 to 15 minutes (depending on debrief)

**Number of participants:** unlimited

**Materials required:** none

**Description/Process:** This is another quick and easy game. Participants are asked to change where they are sitting so they can experience the emotions and feelings often associated with change. After the class gets situated and comfortable, the facilitator should ask participants to change seats.

**Discussion Questions**

* How did it feel to be asked to change seats?

Answers:

* 1. - Awkwardly surprising
  2. - Uncomfortable choosing from many empty seats
  3. - Not sure if we were supposed to sit in one certain seat (unsure of expectations)
* Did you view changing seats as an opportunity to sit with someone new or as an uncomfortable or undesirable change?

Answers:

* Undesirable for a moment, once we were settled it was ok.
* After the initial discomfort, it kind of brightened the mood of the meeting

What are some things that make people resistant to change?

* Uncertainty
* Comfort
* Traditions

Source:

Six Sigma. “The Change Game: Engaging Exercises to Teach Change.” Internet. Accessed 24 November 2013. <<http://www.isixsigma.com/training/training-materials-aids/change-game-engaging-exercises-teach-change/>>