

Cross Your Arms

EXPERIENTIAL LEARNING

Duration: 5 minutes

Number of participants: Unlimited

Materials required: None

Description/Process: For practitioners facing a large class and not a lot of time, this exercise really gets the point of change across. After the introduction of the “change” subject, ask the audience to “cross their arms.” My operational definition of “crossed” is folding their arms together, as if they were bored or waiting for something. Once they have completed this task, ask them to “fold their arms the other way,” reversed of what they just performed. I guarantee that 90 percent of the class will struggle with it.

Discussion Questions

How did it feel when you were asked to cross your arms the other way?

Did it come naturally or did you have to stop and think about it?

Were you comfortable with doing this differently from your normal process?

What are some things that make people resistant to change?

Facilitator Notes

When people cross their arms, they do so naturally, without even thinking about it. When they are asked to fold them the other way they, for the most part, stop, refold their arms again and then try to figure out which arm was on top, which arm moves first and so on. Try this yourself and see. Encourage participants to consider and share their own personal emotions related to making changes.



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