

## What's My Object?

Training Tip obtained from 100 Training Games, (1992) Gary Kroehnert

This is a great activity to show how difficult change can be and would be an effective ice breaker to introduce an organizational change.

### Goals:

1. To allow participants to see how they react to change.
2. To get the participants thinking about change, its implementation and its acceptance.

### Time Required:

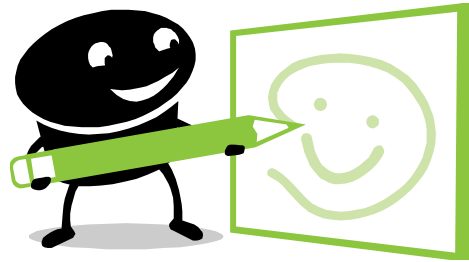
5 – 10 minutes

### Materials Required:

A sheet of paper and pen for each participant.

### Size of Group:

Unlimited



### Procedure:

1. Give a pen and a sheet of paper to each participant.
2. Ask participants to think about an object they have lying around somewhere at home. When they have thought of object they are to draw it using the hand they normally don't use for writing.
3. Tell them to silently give their drawing to the person sitting beside them. This person is to guess what the object is and write the name of the object underneath the drawing.
4. After each drawing has been labeled, it is to be handed back to the owner.
5. Tie the exercise in with the theme of change. An explanation of the exercise would be that people normally feel uncomfortable with change (using a different hand) and are uncertain of the outcome (will they know what it is?).

### Discussion Points:

How many objects were guessed correctly? Normally the majority are.

Who felt uncomfortable using the other hand?

Do we tend to resist even simple changes?

How can we overcome this resistance?

### Variations:

Other types of objects can be stipulated.

Participants may also be asked to close their eyes while drawing.

## How Can You Get People to Come Back on Time after a Break?

After informing the group of an upcoming break, ask them to synchronize their watches with yours. Add the length of the break time to the current time and tell the group, you will be starting with or without them. For example, if the time is 10:13 and the break is 20 minutes, they must be back at exactly 10:33. Having an odd start time encourages them to remember and return. Start at the designated time, even if only a few participants have returned. The late returns will soon get the message.