

Real Colors® and Change

PURPOSE

In this activity, we will look at the differences and similarities in how each color addresses change.

CAUTION

Emphasize no Color Bashing. That means do not allow or promote making fun of any temperament, including negative comments or characterizations. Do not tolerate stereotyping. This is not the time to talk about weaknesses or to criticize the temperament.

MATERIALS

- *Real Colors® and Change Reference Guide*
- Objects to use in activity: at least 6. Objects can be anything like a small toy, office supplies, set of keys, deck of cards, etc.
- Flip-chart paper and markers
- Colored markers of the four colors (**ORANGE**, **GOLD**, **BLUE** and **GREEN**) or colored sticker/dots of the four colors

APPROXIMATE TIME

45–60 minutes

SUGGESTED GROUP SIZE

12–24 participants

PROCESS

Introduction (2 minutes):

The only thing consistent is change. By understanding how each color views change, we can function better as a team, explain change to our customers more efficiently, become change agents, and mitigate stress and conflict. One thing that everyone can agree on is that change isn't easy. Where the disagreement comes in is how to approach it, embrace it, and execute it.

Do: Wait until everyone is sitting and ready to start the session.

Say: *“Good morning/afternoon! Everyone please stand up...”*

Do: Rearrange the participants a little to create an event that will allow a beginning discussion on how it feels to change. Here are some ideas:

- Have three or four people (from all over the room), grab their stuff and stand by the wall or out of the way.
- Ask one of the people that was sitting in the back to take a seat up front.
- Have one of the people still sitting in their original seat move into one of the empty spots of their choice.
- Ask someone still sitting in their original seat to decide where one of the people standing by the wall will sit.
- Of the people still standing by the wall, assign them a place to sit.

When everyone is settled, conduct a brief discussion about this exercise. Some possible discussion questions are included below.

Say: *“Ok, now we are ready to start! Let's begin by talking about what just happened.”*

- *What did we just do?* Get some answers. You will probably hear: we wasted five minutes, we moved around, had fun, changed places, etc.
- *How did it feel? Did you like it? Why or why not?* Allow for just a few responses before moving forward.

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