

Crossing Arms

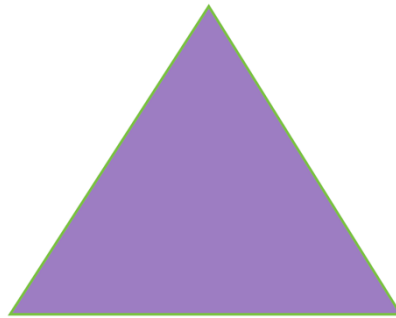
1. Cross your arms across you lower chest.
 2. Uncross your arms, and then cross them again.
 3. Chances are that you crossed them the same way each time. Notice how one arm goes over the other with its hand tucked under its biceps (upper arm). At the same time, the hand of the lower arm has its hand resting on top of the biceps of the other limb.
 4. Now unfold your arms again, but this time switch their positions so that the one that was on the bottom is now on the top (and vice versa).
 5. Now unfold the arms and do it in your old way.
 6. Now unfold the arms and cross them in the new way. Repeatedly switch back and forth between the two positions.
- Change can feel unnatural and takes time.



Choose a shape that represents you at work



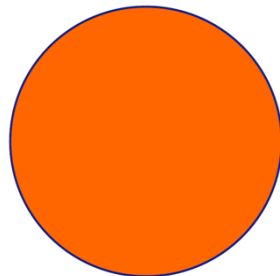
Box (Square)



Triangle



Rectangle



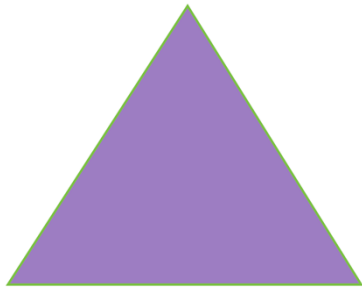
Circle



Squiggle



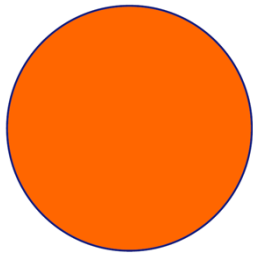
Box (Square)



Triangle



Rectangle



Circle



Squiggle

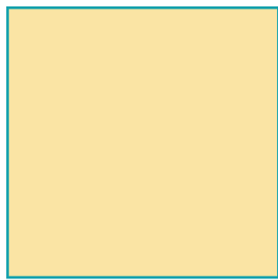
Respond to the following:

Introduce yourself

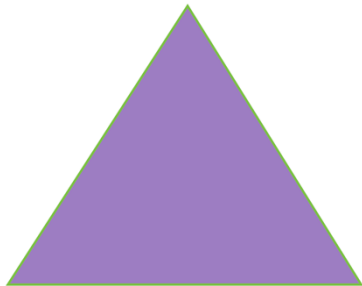
Why did you choose this shape?

How does the shape represent you at work?

What are some attributes of the shape you've chosen?



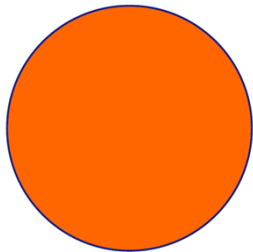
Box (Square)



Triangle



Rectangle



Circle



Squiggle

Box (Square): Hard worker, dependable, detail-oriented, collector of data, likes to work independently

Triangle: Upwardly mobile, shows leadership qualities, energetic, task and results oriented

Rectangle: A shape in transition, can't decide what shape it wants to be, explorer, risk-taker

Circle: Interested in harmony, wants people to feel good about themselves, nurturer, people pleaser

Squiggle: Innovative, unique, can be a bit disorganized, multi-tasker, likes several things going at once.

Based on your shape profile, what challenges and strengths might you experience throughout the change process?

1. Forming Activity

- **Breakout Activity: Tell a story**
- Rules:
 - - Only one person can speak at a time, the others must listen only
 - - After each story: 1 thing you found interesting, 1 follow up question



2. Storming Activity



- **Group Activity: Problems in the palm of your hand**
- Start by placing a problem you're having into the palm of your hand...

3. Norming Activity

- **Activity:** What is your recognition love language? How do you like to be recognized by your employer individually and as a team?



4. Performing Activity



- **S**trengths: What do you do well? What do others see as your strengths?
- **W**eaknesses: What could you improve? Where do you have fewer resources/knowledge than others?
- **O**pportunities: What meaningful opportunities and resources are open to you? What are your goals?
- **T**hreats: Think about things that, if they were different, would help you move closer to achieving your goals. What are they?

Action Plan

