

# OBSERVATION



## QUICK CHANGE

AN ACTIVITY DESIGNED TO REFLECT ON THE IMPORTANCE OF ADAPTABILITY TO RECOGNIZE AND RESPOND TO CHANGES

**The goal is to show how** one is able to quickly recognize and respond to changing trends, innovation, destabilization, industry shifts, and so forth.

The tool also relates to being adaptable in your career, improving your ability to notice and respond quickly to changing entrepreneurial ideas, responsibilities, expectations, strategies and other processes at work.

**Advice:** To prevent participants from treating this activity purely as an ice-breaker, debrief by using the questions in the 'reflections' sequence.

### Instructions

- Divide the group into pairs.
- Without giving any further explanation, ask participants to face each other for 10 seconds.
- Ask them to turn around with their backs to each other and explain that now it is time to change 5 things about their outfit (eg. take your watch off ect). Make sure they cannot see each other.
- Once done, instruct partners to face each other again and guess what changes have been made.
- After that, ask them to return to the back-to-back position and again request changing 3 new things about themselves.
- Once done, when facing each other, ask participants to find differences again.
- Close up the activity by thanking everyone and inviting them to sit in a circle to start debriefing and reflection.



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### Reflection in the learning community:

Did you enjoy the activity? Was it easy? Difficult? Why?

Was it easier to find differences in your partner outfit the first or the second time? Why?

What competencies and skills are useful in such activity?

Can we relate this activity to entrepreneurship or the business environment?

What do you think about a change when running a business? Is it a natural process?

How can we prepare ourselves better for a changing trends and environment in our business?

### Tips for facilitators

- This activity works well for topics that deal with the challenges of adaptation. It is adapted from an activity developed and used by Crestcom, a management and leadership development company.
- The group size is flexible. Therefore, the activity duration could be more or less based on the number of participants and intensity of the discussion.

