

## TOOL DESCRIPTION

# Change Biography



**This method helps to introduce people to the topic of change by addressing everyone's personal experiences with it.**

People experience changes and upheavals throughout their lives: peaks (positive phases/experiences) and valleys (negative phases/experiences), either privately or at work. These experiences shape an individual's attitudes and approaches towards the topic of "change" and how they deal with it.

The tool can be used in a variety of circumstances from project team workshops to change management or leadership trainings.






Participants usually experienced reflecting on their own path so far (where did I come from?) and the current situation (where am I now?) as a profoundly meaningful exercise.

Furthermore, the mutual presentation of the Change Biography enables the members of the group to get to know each other in completely new ways and interact with each other personally.

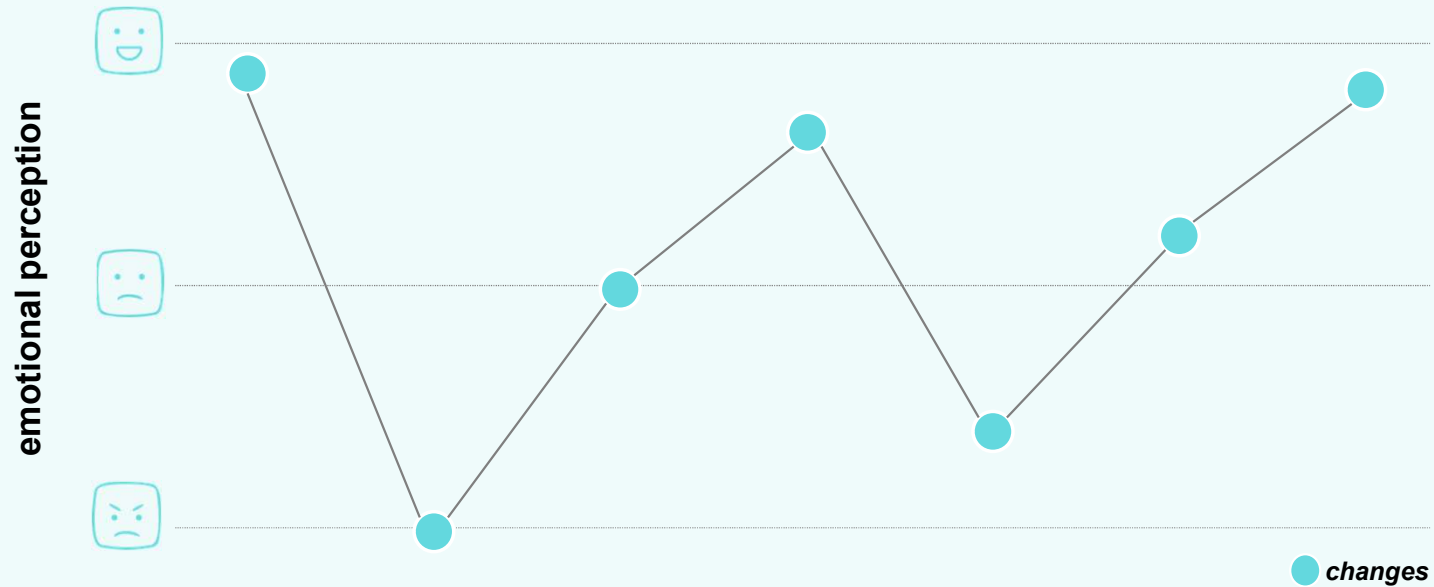
This is a first step toward reflecting on one's emotions and patterns during change processes and brings awareness about one's own experience with change.

<b>Duration</b> 50–90 min	<b>Participants</b> 5–100 or more people	<b>Facilitation</b> no special material needed
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# Change Biography | Process

<b>Introduction</b> 5 min 	<b>Drawing the Change Biography</b> 10–15 min 	<b>Self reflection</b> 10–15 min 	<b>Exchange in duos</b> 20–40 min 	<b>Exchange in the plenary session</b> 5–20 min 
<p>The exercise is explained, and a good framing is provided to clarify the goals of the exercise and how these tie into the workshop as a whole (e.g., leadership training). Creating a psychologically safe space is important, as this enables a good exchange of individual experiences.</p>	<p>In the first step, participants should reflect on the following questions:</p> <ul style="list-style-type: none"><li>• What were the most significant changes (private and business) in my life?</li><li>• Did I perceive these positively, neutrally or negatively?</li></ul> <p>Participants should then draw their own change biography as a curve with all its ups and downs.</p>	<p>In a next step, the individuals reflect on their individual change biographies by answering the following questions:</p> <ul style="list-style-type: none"><li>• Where was I in the “driver’s seat”? Where was I a “victim”?</li><li>• Which personal patterns did I recognize when dealing with change?</li><li>• What are my special strengths and resources when dealing with change?</li><li>• What are my most important insights when looking at my change biography (about myself and how I cope with change)?</li><li>• What could this mean for my present role?</li></ul>	<p>Participants exchange the insights they gained during the exercise in small groups. Of course, they should only talk about the topics they feel comfortable about. This should be made clear by the facilitator.</p> <p>Approaches that support the exchange: What I have learned about myself that allows me to cope with change.</p> <ul style="list-style-type: none"><li>• Useful strategies.</li><li>• Things I have learned that help me in my present role.</li></ul>	<p>After reflecting individually and exchanging in pairs, all participants – depending on the number of participants - now have the opportunity to share their thoughts, experiences or what they have learned from the exercise in the plenary session. Not everyone has to do this, but everyone is invited to.</p> <p>After the exercise, the facilitator explains why the topic of individual change is important in terms of organizational change and what participants might have learned about dealing with change.</p>

## Change Biography | Template



What were the most significant changes in my life?

Please collect the most significant changes (private and business) in your life and assess whether you perceived them as emotionally positive, neutral or negative.