

## TOOL DESCRIPTION

# Your Spot on the Curve



**Your Spot on the Curve is a positioning exercise that helps to quickly visualize where individuals in a change currently locate themselves on the change curve.**




The Change Curve itself is a framework for understanding and reflecting on the emotions we experience during a change process. A common challenge in workshops is to quickly get a picture of "where are we" with regard to a change initiative.

The workshop participants are simply asked to position themselves with respect to a rope placed on the floor that replicates the ups and downs of the change curve. By asking every person where they have positioned themselves and why, a dialogue is opened up on the topic of individual emotions regarding the change.

This positioning exercise makes it possible to quickly visualize the fact that different people can be at very different stages in a change process, which is one of the challenges faced when dealing with change. By making each participant literally "take a position", this exercise also creates a certain dynamic.

<b>Duration</b> 15–30 min	<b>Participants</b> 2–20 people	<b>Facilitation</b> long enough rope, enough space
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# Your Spot on the Curve | Process

<b>Introduction</b> 3 min 	<b>Positioning</b> 3–5 min 	<b>Understanding the positions</b> 15–25 min 
<p>First, it is important to discuss the concept of the Change Curve together with the group. This exercise is therefore – unlike other positioning exercises – typically not used at the beginning of a workshop (unless the concept has been introduced in a previous workshop). The rope should be laid out to replicate the shape of the change curve (see next page).</p>	<p>Ask people to position themselves along the curve by standing next to the rope according to their current emotional status regarding the change. It is often necessary to remind participants that they should not overthink their assessment and that there is no right or wrong answer. They should simply make a spontaneous assessment. At a glance, the positions of the group members become clear and whether a uniform picture or big differences emerge. The participants experience what the colleagues are thinking and feeling.</p>	<p>To get a clear picture, it is useful to ask the participants why they have positioned themselves at a particular spot. Every person should be able to share their impressions.</p> <p>After the initial explanation, further questions might help to further explore the topic:</p> <ul style="list-style-type: none"><li>• What support can we give to people in the first phases of the change curve?</li><li>• Does the picture look like you expected?</li><li>• What surprises you?</li></ul>

# Your Spot on the Curve | **Concept**

