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| Changes in My Life |
| ***Reflect upon a time you decided to change your behavior and were committed to making that change.*** | ***Reflect upon a time you were required to change your behavior. The change was imposed, and you complied with the need to change.*** |
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| ***Were other people involved in this change?******What were their roles? How did you feel toward them?*** |
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| ***How did you feel about yourself during this process? Looking back on the experience?*** |
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| ***How long did the behavior change last?*** |
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| ***What did you learn from this experience? Did this experience affect your attitude about similar circumstances in the future?*** |
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**Small group activity:**

1. Participants will analyze the differences in voluntary change and imposed change in their own lives. Introduce the activity with these comments: We all know something about change from our own lives. Think about major changes you’ve made in your life: going to college, taking a job, moving, entering and leaving relationships. Many of us have also changed habits. We’re going to examine our experiences and take a closer look at the change process.
2. Direct the attention to the Handout - Changes in My Life. Point out that the top of the page has two columns: one for a chosen change, the other for a change some one required you to make. Ask the participants to think of a voluntary change they made that they’re willing to talk about and write that down under the left column. Do the same regarding a required change under the right column.
3. As soon as everyone has chosen two changes to talk about, move into a small group discussion of the questions printed on the handout. Instruct the group to apply the questions to chosen changes first and then to the required changes. Ask them to be alert to similarities in their reactions to the questions. Allow 10 minutes for this discussion. Bring the groups together and discuss the activity in a large group using these questions:
* Which type of change was more comfortable for you?
* How did you feel about the person requiring the change?
* Which type of change was easier to embark upon? Which was more likely to be sustained?
* How does this relate to organizational changes? What can we learn about implementing organizational changes from this activity?