***Cross Your Arms***



#### **How to play:**

Ask employees to cross their arms. When they are comfortable, ask them to cross their arms the other way. Once they’ve done this, ask them why the second attempt might have left them feeling uncomfortable, even though it’s basically the same action.

#### **What’s the point?**

Steer the conversation towards specific changes being made within your organization. Examine how tricky it is to cross your arms in different positions and equally how tricky it is to cope with change. Show understanding that the necessary changes may be uncomfortable at first.