**The Ups and Downs of Change**

**How to play:**

For this change management activity, you’ll first want to get my free “Ups and Downs of Change” PDF. Fill out the form below to have it sent directly to your email. Using this list of change-related words, read aloud a term and ask employees to raise their hand if the term elicits a positive response and then again if they a negative response.

Have everyone observe the room. Does everyone agree? Is it split? Why might this be?

Open the floor to discuss the term’s positive or negative connotations and why.

Guide the discussion to focus on intuitive reactions towards change and how it might be possible to regard change in a more positive light.

**What’s the point?**

This exercise is great for groups to understand their intuitive reactions to change and that collectively they have the power to choose a positive attitude towards change. Allowing time for a thorough discussion of each term will also give employees the opportunity to express their concerns and shed light on what management can expect.