

Play Scenarios

You can use the cards any way you want but here are some examples.



Scenario 1.

Title: Less of this, more of that

Time: 15 – 45 minutes

You've got skills that you use every day, maybe as a change manager, maybe in a different capacity. This example shows how you might use the Chameleon cards to learn something about yourself and your capabilities. Don't overthink it, go with your first thought.

Method:

Take the **Role Cards**, put them in front of you with the title facing down and then read only the Change skills, sorting them into stacks of 3 or 4 (use our **Card Sorting Template**):

- 1 - Doing this now (already) for roles you feel you fulfil
- 2 - These are my strengths for roles you feel you are really good at
- 3 - Growth opportunities for roles you'd like to perform one day
- 4 - This is not for me for roles that don't interest you

It's okay if you change your mind or want to further specify after putting lots of cards in 'Doing this', give yourself some space!

Outcome:

At the end of the exercise you'll have more clarity on your current and desired capabilities and if a certain theme emerges in the roles you select for yourself, you'll have more clarity on what you like to do more (and less) of.

Scenario 2.

Title: Try a role for a day

Time: 10 – 30 minutes

Getting a bit tired of always doing things in the same way? Can't find a way forward from how you approach things right now? You need a different point of view! So be someone else for a day and see if that person would be able to solve the impasse. Who knows, you just might like it!

Method:

From the **Role Cards**, select just 1 role (let's say... Business Partner) that you think might help you along or that sounds like a fun challenge. You might also choose to go for a role that is close to who you are now, or if you like a bigger challenge, you take the exact opposite of what you normally do. Remember that pushing your boundaries is okay, just don't overdo it.

- 1 - Envision yourself being this role for that day
- 2 - What do you say, do and think about?
- 3 - Does this role behave in ways that help reach your outcome?
- 4 - What examples would you use from this perspective?
- 5 - What would your priorities and focus be?

Outcome:

Now that you lived 'a day in the life of', you'll have gained insights into what other practices and ideas could be helpful (or not). Use these insights to further expand your skill set and capabilities.

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Scenario 3.

Title: Profile this!
Time: 10 – 45 minutes

You're looking to hire a change person on the team, but you don't have a profile as you've never needed one or you're looking for a different type this time. HR is asking for a position description and you have no idea what you're even after.

Method 1 (Quick Fix):

Quickly flip through the **Role Cards** and select three cards that appeal to you for this position. From the change skills for each card, select no more than 10 skills in total and send those to HR to add to the PD format.

Method 2:

Take all the **Action Cards** and sort them in two piles: Required and Not Required. You'll probably end up with a big pile of Required, so keep sorting until you have about 10-12 required actions left and send those to HR to include in the PD.

Outcome:

Using Method 1, you've hired yourself somewhat of a prototype, which could be good enough if this is your first time hiring a change person, just remember that you did it quickly and might have to adjust later on. If you're a bit more experienced and want a more distinctive profile, Method 2 will have helped you think through what traits and behaviours work really well for your team and organisation.

Scenario 4.

Title: Theme of the day
Time: 15 – 20 minutes

A great way to keep your job interesting is to challenge yourself to get out of your comfort zone and focus on doing one thing more or different from what you normally do. It's often when we step outside of what we know, that we find amazing things that we've never noticed before, right in front of us.

Method:

From the **Theme Cards**, select just 1 card that appeals to you right now and make that your theme for the day. Pick one at random if it's that kind of day. Now quickly run through these 5 questions to make yourself a 'theme plan' for the day.

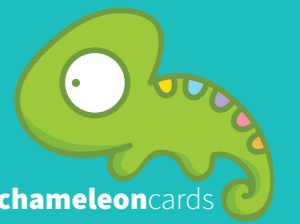
- 1 - What does this theme mean to me (use Google if you need help)
- 2 - What behaviours and images go with this theme?
- 3 - What useful and positive examples do I see around me?
- 4 - How might this benefit my team/project/environment?
- 5 - How can I share this experience with others?

Outcome

You've looked at your environment and the people around you through a different lens and hopefully gained some new insights. After a bit more practice you can invite others to do the same, or even share a theme for the week with the team to be mindful and aware of in conversations.

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Scenario 5.

Title: Reframing that Resu-meh

Time: 120 minutes – a few days

You've been in the same kind of roles for a while now and feel like you're ready for something new. But what? You know you've got skills, but sorting through them gets really confusing really quickly, despite everyone's helpful suggestions and tips. Time to reframe your professional themes!

Method:

Instead of thinking for yourself as a set of practical experiences, try to find themes in your activities – things you gravitate towards, enjoy doing and get you results and appreciation.

- 1 - Take the **Theme Cards** and sort them into three piles:
 - A - Love doing this
 - B - If I have to
 - C - Nope, find someone else
- 2 - Pile A is your go-to and core, Pile B are your back-up options and Pile C is what you should avoid, even if you're good at it but don't enjoy it.
- 3 - With these cue words, start to describe this best version of yourself, letting the themes guide your search for meaningful employment options.

Outcome:

You've made a start at getting closer to who you want to be professionally by reframing your skills and capabilities to suit the roles you see for yourself in the (near) future. You've decided to stop playing by everyone else's rules and found there's more than one way to make a living AND have fun.

Scenario 6.

Title: Growth opportunities

Time: 30 – 45 minutes

Many educational systems are geared towards making you fit in, to average out and have a broad base of generic skills. We also tend to focus on making your weak points less weak instead of strengthening what you're already good at. This exercise does the exact opposite by helping you decide what you want to be even better at than the you today.

Method:

- 1 - If you know what you're really good at and want to keep doing, list all of them and sort them in a way that makes sense to you.
- 2 - If you don't know what you're good at, pick 5 cards from the **Theme Cards** that appeal to you most and sort similar to step 1.
- 3 - Now take the **Action Cards** and match each **Theme Card** with 1-3 **Action Cards** that make sense to you.
- 4 - Write a short and active sentence that links the **Theme** with the **Action(s)** in such a way you can see yourself do in 3 – 6 months from now.

Outcome:

You'll end up with 3 – 7 affirmations of **Actions** you can take on **Themes** that matter to you in your professional life. By separating the activity and the topic from your everyday context, you've given yourself space to envision your personal growth, without the limitations of budgets, requirements or other organisational constraints. The only thing left to do now is create the circumstances and environment that support your next steps.

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Scenario 7.

Title: Expanding your skill set

Time: 60 minutes

Maybe you feel like it's time to learn something new, just to keep things interesting. You've got 2 options this time, not counting the possibility where you just happen to create a new role for yourself in the process.

Method 1:

Flick through the **Role Cards** and find the role that is an appropriate challenge for you and start integrating parts into your existing role activities.

Method 2:

- 1 - Take the **Theme Cards** and **Action Cards** and do a big mash up, letting your creativity and imagination take you to new places.
- 2 - Pick your **Theme Card**, then add an **Action Card** that makes sense to you until you find a role name that you can see yourself put on a business card.
- 3 - Fill out the **Create Your Own Role Template** so you can explain to yourself and others how this (new element to your) role will work and what it brings.

Outcome:

Method 1 will give you a clear path forward, something to aspire to from the solid base of your existing role. Method 2 is a lot more adventurous and empowers you to design the job that is perfect for you, while the **Create Your Own Role Template** helps keep the balance between fun and function.

Scenario 8.

Title: Building a strengths-based team

Time: 60 – 180 minutes

The best teams are made up of people with complementary skill sets, but it's not always easy to figure out what everybody's strengths and preferences are or what about the work they do is important to them.

Method:

- 1 - Lay out the **Action Cards** and ask the team which of these skills are required to get the job done by having them vote individually for as many as they like.
- 2 - Put out the **Theme Cards** and repeat the process for which themes are relevant to the project or task you do collectively.
- 3 - Break out the **Role Cards** and let each team member select their favourite, if multiple people want the same one, have them sit together.
- 4 - Facilitate a discussion about the **Actions** required and available, followed by a discussion on the key **Themes** everyone agrees on and how they should be reflected in team practices.
- 5 - Compare findings of what the team needs to the **Roles** they see themselves act in and decide how to leverage available strengths and training opportunities.

Outcome:

By stepping away from the task and only using it as a framework, you've allowed the team to see what they share as valued themes in their work and provided the perspective that they are a combined set of exchangeable and transferrable skills instead of a fixed set of capabilities locked in an individual.