



What's in the box?

There should be **128 cards**.

30 Role Cards that help reframe the way you look at change with a unique role description, 7 skills and some hiring tips.

46 Theme Cards that every Changee needs to have a view on and to mix and match with the Action Cards to create your very own unique Change role.

40 Action Cards that you can use to get change started and to combine with the Theme Cards to create a role for the Change challenge ahead.

12 Benefit Cards to get you into change mode and to explore the opportunities that the Future of Change has to offer.

All supporting resources and templates can be found via the [Chameleon Cards Owner's Club](#).

Who can use them?

Change is everybody's business, so if you feel that the cards, templates and other resources can help you achieve your career and hiring goals, they are for **YOU!**

Initially, we designed the content around four 'personas':

1. Change professionals curious about their potential future roles
2. Recruiters and HR professionals looking to write better position descriptions and set expectations for business partners and candidates
3. Hiring managers who need a change person on their team
4. Anyone who wants to get into change from their current career point

We'd love to hear any other way you use them!

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About these cards

Chameleons can change their skin colour temporarily, blending with the environment.

That's how we see the Change professional of the future; effortlessly shifting from one role to the next, while their core remains grounded on **7 skills and solid principles**.

Instead of telling people what future change roles would look like, we thought "why not show them?!" Or even better, let you design it for yourselves! No one likes to be told who to be, right?!

We hope you have fun and good conversations using these cards and that they help you design your change role for the future.

These cards would not exist without the encouragement and support of our many Change friends across the globe.

Thank you all!

Play Scenario #1

More scenarios available online via the Chameleon Cards Owner's Club

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 **Role 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 (you can 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.

Play Scenario #7

More scenarios available online via the Chameleon Cards Owner's Club

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 Cards**, 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.