

Embracing Change: Who Moved My Cheese?  
POOL September 18, 2007

Objective: Participants will understand what change is.  
Participants will identify with how one responds to change and adapts.

Materials/Resources Needed: Who Moved My Cheese, Spencer Johnson M.D.; and/or “Who Moved My Cheese” Spencer Johnson, M.D. DVD/Video. DVD is reserved through WAHCE State VP of Program. Video is reserved through UW-Extension Coop Media Collection. Return Shipping Charges responsibility of borrowing county. May also check with local library system for availability of video/DVD and additional books.

**50 minutes Total**

**5 minutes**

Introduce self  
Introduce who Moved Cheese resources and materials they have available to share the information with their members

**7 minutes**

**Opening Activity**

This year’s POOL theme is all about Embracing Change. The sessions have been focusing on change and how we respond to change. Now, Change is nothing new, we have seen, heard and experienced change in our lives. We have heard many different definitions of change – transition, transform, to make different in some way, to replace are just a few that are listed in Webster’s Dictionary. Change can be involuntary (outside our control) or voluntary (planned choice).

With the person next to you, exchange a change you have experienced in the past week, month or year? These changes may be personal or through your involvement with WAHCE; regardless they are changes that have been experienced.

Today, with Embracing Change: Who Moved My Cheese, we are going to briefly explore our response to change and not how to prevent or avoid it in a lighthearted manner.

In front of you are plates of cheese. I invite you to take one and as we continue throughout the remaining time, you will find that the piece of cheese will take on meaning.

**7 minutes**

**Change Model**

Have group draw a circle on their paper. (do on flip chart) Write the word See and the number 1 on the top of the circle, then moving to the right at about 3:00, write the word Do and the number 2 then continue around the circle and at 8:00 write the word Get and number 3.

What you have drawn is the basic change model and we will use this to help in the understanding of how people change. This model came from Stephen Covey, First Things First.

These three phrases are important to remember:

What you see (which is your paradigm, how you perceive the world)

What you do (behaviors, attitudes, methods we use)

What you get (results we get are based upon how we see things and what we do about them, which provides us with a result that continues to reinforce how we see something)

In order to change, we must start with the See how do we see something when faced with change? Let's watch "Who Moved My Cheese" and see how the change model is represented.

**15 minutes**

**View "Who Moved My Cheese"**

Before watching the video, I want to give you a few points from the book that will help you understand the video. The "Cheese" is a metaphor of what we want to have in life. The "Maze" represents where you spend time looking for what you want. The Characters in the story are about to experience unexpected change. The mice and little people are intended to represent the simple and complex parts in all of us.

As you watch, think about how the characters saw their situation, what did they do and what were their results. We will use this concept in later discussion.

**15 minutes**

**Application to Self and WAHCE Discussion**

How did the characters react to change? Use the change model to help see the differences in response to change. Sniff, Scurry, Hem and Haw

Was there reluctance to change? Why? Did cheese have any influence? What they wanted out of life?

How did the running shoes work in the video? What are HCE's running shoes or tools they should keep handy?

Notice the writings on the walls throughout the video and book? What meanings do they signify?

Now, going back to where you shared changes you have experienced earlier. How does the change model influence how we see something when faced with change, either personally or in WAHCE? How could we use the change model in our responses to change either in WAHCE or personally? Would it help people to see new cheese?

**5 minutes**

**Conclusion**

So, to conclude, change is always around, but our responses to change can be reflected upon. How you see the change is the point at which you can make the greatest difference because it will affect how you respond to it and what you get as a result, which affects how you see the change and respond.

References/Sources used and/or adapted from:

Covey, Stephen R. *First Things First*, Page 30, Simon and Schuster, 1994.

Johnson, Spencer M.D. *Who Moved My Cheese*, Penguin Putnam, New York, 1998.

Johnson, Spencer M.D. "Who Moved My Cheese, video

Merriam-Webster Dictionary, <http://www.merriam-webster.com/>

"Who Moved My Cheese, Leading with Personal and Professional Priorities -- An A-mazing Way to Deal with Change at Work and in Life, Coop Extension Media Collection, UWEX

mdt/POOL2007/