

5 Arm Folding

Follow this exercise.

1. Fold your arms, naturally.
2. Now fold them the other way round.

(For example, if your normal arm folding has one hand on one bicep, and the other tucked underneath, then reverse them).

If you need more specific instructions, here are the steps to take...



- Fold your arms as normal
- Put the hand that's underneath your arm on top, on the bicep
- Take the hand that's on your other arm down and away from your body
- Bring it over the top of the other arm and tuck it under the arm.

Note how this feels.
Uncomfortable? Strange?
Awkward?

Now fold your arms naturally again. Have you gone back to normal? How does that feel?

How long would it take you to fold your arms naturally, automatically the other way round? What would it take for that to happen?

This exercise is an excellent metaphor for change, and in particular, for the difference between making a change and embedding the change. The chances are you made the change— that is, by

following the instructions, you were able to alter the way you folded your arms. But you also probably felt very uncomfortable like this, and given the choice, would revert to your 'normal' way of folding your arms.

How long did you estimate it would take to embed the arm folding change? Typically it takes 30 times longer or more to embed a change, than to make a change...

This is what happens with a lot of changes – people find it uncomfortable, and though they may have been trained for the change, given the opportunity, they will slip back to old, comfortable habits.

“If history were taught in the form of stories, it would never be forgotten” (R. Kipling)

The Effective storytelling series has one mission: to connect life to learning, in an entertaining way.

Visit <https://effective.vision/storytelling> for the full collection, covering >50 management and personal development topics.

Prefer to listen?... subscribe to the ‘effective storytelling’ podcast, and we’ll read them to you.

effective
storytelling


