

## MODULE 10: IMAGE CHANGE WORKSHOP

### 1. Opening participatory context.

- a. Give your name, job and what is your image of yourself? (eg, what kind of a person are you in your own mind?)
- b. People are who they think they are. They behave in accordance with their self-image. To change behaviour from unhelpful, negative behaviour to helpful, more responsible behaviour means to change a person's self-image from negative to positive.

Self-image is formed before 5 years old, so it is very difficult to build a new self-image. The old image just likes to hang on. Sometimes it must be killed - radical image surgery is needed. Sometimes it can be transformed from its negative, harmful character to its positive counterpart. This means attracting a person to a brand new image of himself.

- c. Let's experiment with this on my secretary, ~~Methusala~~ <sup>Cremilda</sup> Marie. She should have arrived by now, but she is late, as usual.

### 2. <sup>Cremilda</sup> Methusala enters, dressed sloppy, hair a mess, chewing gum. Series of events:

- I ask her for a letter she typed. It's a mess. I point out all the errors. In the midst of this,
- Telephone rings.. She answers it abruptly, almost rudely. Treats caller very roughly, as though caller was a bother.
- I ask if there are any messages for me. She gives me half-messages which dont make sense.
- Coffee cups are dirty and we are out of sugar. She goes out in a huff to wash the cups.

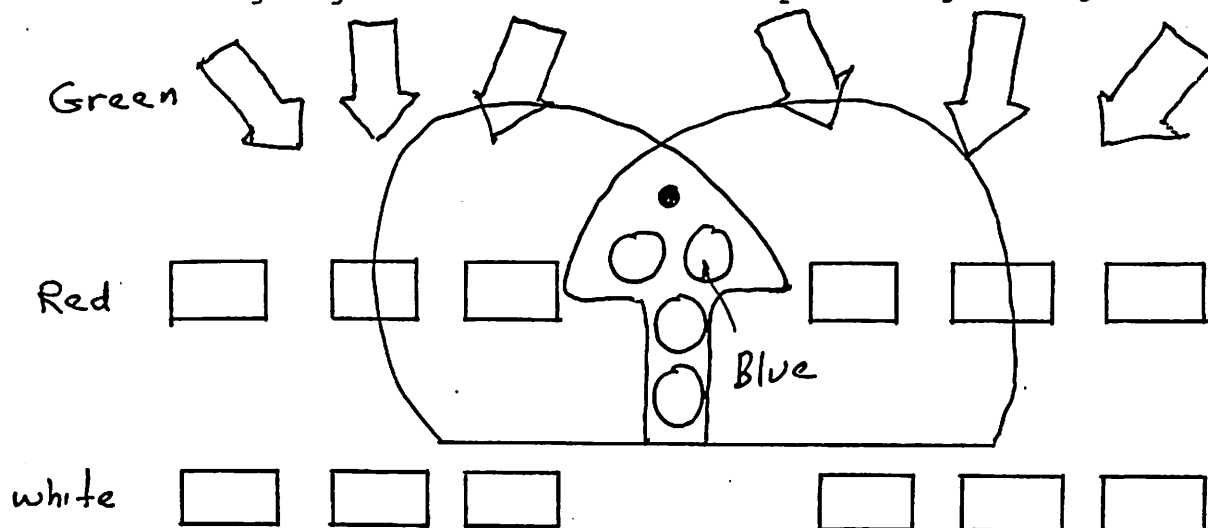
### 3. Leader asks the participants to make suggestions that could help her improve her behaviour. After several ideas, the secretary goes out and dresses for another role, some other exaggeration, like a bossy role, or a complete reversal of the first role.

### 4. Secretary comes in and role play continues with similar situations.

### 5. Leader does a reflection with the group:

- What's <sup>Cremilda</sup> ~~Methusala~~'s problem?
- What was her self-image the first time?
- What were you trying to do to influence her behaviour?
- What was her self-image the 2nd time?
- What image do you want her to have of herself?
- What is an attribute in her life you can hang that new image on? (eg, what is the possible opening for planting a new image in her?)

6. Put up image on wall of two-faces decor. Tell group we are going to do a brief workshop on image change.



- a. Each participant think of someone in your department whose behaviour needs improving. Describe in 4-6 words on the white card this person's negative or unhelpful behaviour. Print the card in upper case letters.
- b. On a separate piece of note paper, list three of this person's self-images behind the behaviour that might explain the behaviour. Select the strongest one in your opinion and write it on a red card (in large letters).
- c. Ask the group to send up the white cards to put on the left side of the wall image. Next ask for the red cards to put up.
- d. Ask group what stikes them about these cards. What surprises you?
- e. Pick one of the images on the wall and ask the group what kind of (negative) messages reinforce this image. It could be something the person sees, hears, feels, or continues to experience day in and day out. After a brief discussion, have the group write on a green card one of the strongest messages they discern in relation to the negative self-image they put up on the red card.
- f. Call for the green cards and put them up above the head on the left. (the green card is in the shape of an arrow).
- g. Ask the group to think about the new behaviour they desire on the part of their example. Each person print the new behaviour on another white card (4-6 words).
- h. Ask for the white behaviour cards to put up on the right side of the wall image. Then, ask the group to think about the person they choose: What is that person's unique gift, ability, positive trait that could serve as the basis for installing a new image. Many times the positive quality is the flip side of the negative quality. Print this positive feature on the blue circle (large letters few words).
- i. Leader puts up the blue circles in the middle of the wall image where the faces meet themselves. Next, ask the

group to think of a releasing self-image that would support the desired new behaviour written on the white cards on the right side. To do this, think about the person's gift, ability. Think about similar people you know who could serve as a role-model. Think about movie actors or public figures that have the kind of style and character you would like to introduce as an image for your person. Print this new image on another red card.

- j. Leader asks for the red cards and puts them up on the right side above the new behaviour white cards. Group discusses the images they chose and why.
- k. Have group pick one of the new images/behaviours and talk about what reinforcing messages could be introduced to create the new image. What would you like the person to hear, see and feel on a day to day basis. Print some of these on new green arrow cards and place on the right side above the image card that it refers to.
- l. Final reflection with group:
  - What will you remember from this exercise?
  - Where was it helpful for you? Where would it be helpful for others to use?
  - What would you suggest to improve this workshop?
  - Do you think there is any hope for Methusala Marie? (Maybe she has to change her name!)

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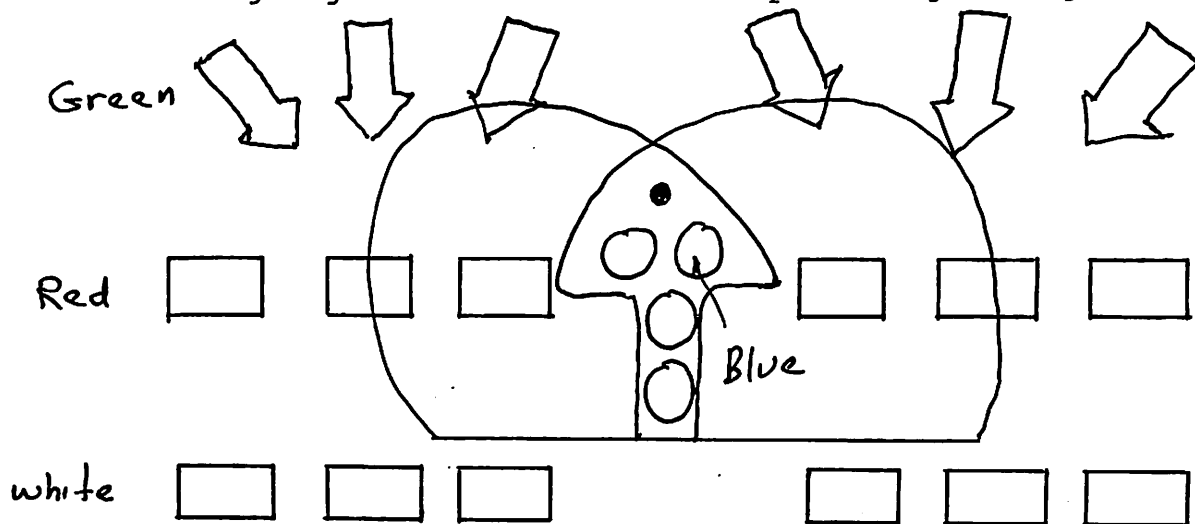
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