

Module Title:	The Pasta and Marshmallow experience			
Duration	30 - 45 minutes			
Delivery method	Blended ☐	Face to face ☒	Online learning ☐	Distance learning (Learning Platform) ☐
	Notes on the choice: <i>*The trainer will choose the course delivery method taking into account the interested students location, the available teaching space and resources, social situation, etc.</i>			
Learning Outcomes:	• Recognise different emotional reactions when facing uncertainty and change. Reflect on how emotions influence teamwork, communication and decision-making. • Identify behaviours that help or hinder a team during change. • Connect their own experience to the different stages of the Tarzan Curve. • Understand how teams can support each other in moving through change.			
Materials	• Print a copy of the “Tarzan Curve” for each participant • For each group: Uncooked spaghetti/pasta, Marshmallows, Flat working surface, Measuring tape.			
Session purpose	The purpose of this session is to help participants understand and reflect on the emotional and behavioural aspects of change, particularly within a team environment. Through practical activities and reflection, participants will explore how uncertainty and change can influence emotions, communication, teamwork and decision-making. Using the Tarzan Curve, they will connect these concepts to their own experiences, recognise behaviours that can support or hinder the change process, and explore how team members can support one another in adapting to and moving through change effectively.			
Session Details:	Lesson Item:	Method(s) and instructions for trainers:		
	Introduction	Divide participants into teams of 3–5 people. Give the instructions: “Your challenge is to build the tallest freestanding tower possible in 15 minutes.” Rules: Session Details You may use only pasta and marshmallows. The tower must be completely freestanding. It cannot be attached to the table, wall or any other object. At the end of 15 minutes, everyone must stop touching the tower. The tower must remain standing without support for at least 10 seconds. The tallest successful tower wins. Then start the activity.		
	Activity 1:	During the exercise, the facilitator should observe rather than help. Pay attention to communication,		

leadership, frustration, experimentation, setbacks, laughter, conflict and changes in strategy.

Measure and Celebrate

When the 15 minutes are over: “Hands off!” Count the 10 seconds. Measure the towers that remain standing and announce the winning team. Keep this part light and celebratory – then shift the focus: “The tower was actually not the most important part of this exercise. What happened to you while you were building it?”

Reflection – Connecting to the Tarzan Curve

Provide the participants with a copy of the Tarzan Curve and ask them to think about the 15 minutes they have just experienced. Start with: “If these 15 minutes were a change journey, where on the Tarzan Curve were you at different moments?”

Then explore:

- What emotions from the Tarzan Curve did you recognise?
- How did you feel when you first received the challenge? What happened when your first idea did not work?
- Did you experience frustration, uncertainty, resistance or loss of motivation?
- Was there a moment when the team started to see a solution?
- What created energy or optimism?
- How did you collaborate under pressure?
- Did someone naturally take the lead?
- Were everyone’s ideas heard?
- Did you spend more time planning or doing?
- What happened when someone disagreed?
- Did you keep following the original plan or adapt when something failed?
- How did you react when another team’s tower looked better than yours?
- What helped your team move forward?

Final Connection to Change

Ask: “What does building a pasta tower have in common with real change?”

Capture answers from the group. Bring the discussion together around: UNCERTAINTY → REACTION → EXPERIMENTATION → LEARNING → ADAPTATION → PROGRESS

The important learning is that teams rarely move smoothly through change.

		They may: Start with energy → experience setbacks → become frustrated → question the plan → experiment → learn → adapt → regain confidence. That movement mirrors the Tarzan Curve.
	Post-Activity Discussion	Finish with: “We cannot always control what happens during change. But we can influence how we communicate, collaborate and support each other through the curve.” And one final question: “Next time your team is somewhere at the bottom of the Tarzan Curve – what will you do differently?”

Additional notes and tips for trainers

- During the exercise, the facilitator should observe rather than help.
- Pay attention to communication, leadership, frustration, experimentation, setbacks, laughter, conflict and changes in strategy.
- Choose some of the reflection questions, no need to go through all