

Module Title:	Understanding our response to change			
Duration	50 - 60 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:	• Help participants recognize their own emotional responses to change, understand that reactions to change are normal and dynamic, and identify what helps people move • Recognize different emotional responses to change. • Connect personal experiences to Fisher's Personal Transition Curve. • Identify what helped them move through a difficult change. • Reflect on what they learned about themselves and how this can strengthen their resilience in future change.			
Materials	• Print a copy of the "Tarzan Curve" for each participant • Paper sheets • Pens • Slides/flipchart			
Session purpose	The purpose of this session is to help participants recognise and understand their individual emotional responses to change, acknowledging that these reactions are normal and can evolve over time. Using Fisher's Personal Transition Curve, participants will connect the different stages of change to their own experiences, reflect on what helped them move through challenging situations, and identify personal strengths and strategies that can support them in the future. The session aims to strengthen self-awareness, adaptability and resilience when facing change.			
Session Details:	Lesson Item:	Method(s) and instructions for trainers:		
	Introduction	Introduce the idea that change is an event, while transition is the internal process we go through. Explain that people experience change differently and there is no "correct" emotional journey.		
	Activity 1:	Change Postcard Give each participant paper and pens. Ask them to draw themselves when facing a major change. Session Details No artistic skills required. Encourage symbols, colors, words or simple stick figures.		

		Fishers Transition Curve Present the curve. Briefly walk through emotions such as anxiety, fear, anger, threat, guilt, acceptance and moving forward. Emphasize that the journey is not necessarily linear - people can move backwards and forwards. Connect the Postcard to the Curve Ask Participants to look again at their postcard: “where on the curve would you place the person you drew” Then: What emotions do you recognize? What might help this person move forward One change that shaped me Around the room, invite each participant to think of one significant change they have experienced. each person share: 1. what helped me get through it 2. what did I learn Maximum 3 minutes each Debrief and transfer to practice Ask the group: What patterns did you notice? What helped people move forward What can we take from this when supporting someone else through change?
	Post-Activity Discussion	We cannot always control the change, but we can become better at recognizing what is happening to us during change. Awareness gives us more choices in how we respond
Additional notes and tips for trainers • Listen with curiosity, not judgment, no interruptions or advice unless invited. • Focus on personal experience and reflections • State that participants should share only what they are comfortable at sharing and that they can choose a smaller change if wanted		