

# Hopes & Fears Protocol

**Purpose:** When faced with an impactful event, individuals and teams can benefit from expressing their hopes and fears related to the event.

**Overview:** During this protocol, participants will acknowledge the impact of a significant event, anchor themselves in the hopes they hold for their work, and identify commitments they will uphold during and after the event.

---

**Time:** 35 minutes

**Roles:**

- **Facilitator:** Facilitates the protocol by reminding members of the norms, moving the team through the steps, and ensuring that the discussion remains focused. The facilitator is a full participant in this protocol.
- **Notetaker:** Captures all team members' thoughts and ideas
- **Timekeeper:** Keeps track of the time to ensure that the meeting stays on track

**Protocol:**

**Step 1: Introduction (2 min)** Facilitator communicates the norms for the protocol, ensuring every participant understands and agrees to:

<b>Confidentiality</b>	Our personal stories stay in. Our shared commitments are socialized.
<b>No-judgment Zone</b>	Different events impact people in different ways. We agree to listen to one another with a compassionate ear.
<b>Solutions-oriented Discourse</b>	While we are sharing our fears, we acknowledge that they can cause stagnation. Therefore, we commit to stepping into our hopes.

**Step 2: Brainstorm (5 min)** The facilitator names the impactful event and asks members to silently write on a sticky note their greatest fear or concern about it. Then, the facilitator asks them to think about their greatest hope for the work moving forward and to write it on a separate sticky note.

**Step 3: Pair Share (5 min)** Team members share their fears and hopes with a partner.

**Step 4: Listing (8 min)** Team members create a "Fears" column and a "Hopes" column on a sheet of chart paper and posts their "fears" and "hopes" sticky notes. All fears and hopes are posted without comment or judgment. Note: if the group is particularly large, create smaller groups for this step and assign a scribe.

**Step 5: Processing (5 min)** Team members silently read and reflect on the lists.

**Step 6: Discussion Questions (5 min)** The facilitator leads a group discussion using the following guiding questions:

- What trends or themes do you see in the fears? In the hopes?
- Based on the trends in our hopes, what 2 or 3 commitments can we focus on to propel our work together?

**Step 7: Assignments (5 min)** Establish owners and deadlines for next steps.