

# Crafting a Good Goodbye

Make a copy of this worksheet to design your own intentional departure.

## Presence

What feelings are there? What can you let arise? Is there grief, sadness, rage? How can this process hold that, give space for it?

## Purpose

Why are you pausing to reflect? Is it a departure, a pivot or just an opportunity to check-in with yourself and others? *The purpose guides the design.*

## People

- Who will be meaningful to invite into this process? *Consider starting by inviting 3 people, add more if you feel it.*
- How will you tend this relationship during and after your departure? *What do they want or need for continued connection?*
- Do 1:1 conversations make sense or might you invite a group? *Will you get the depth of conversation you crave within a group?*

## Pause

- What time will be needed? *A 45-minute block is enough for a spacious conversation.*

## Process

- What are the questions that will guide you? *Less is more! Use the 3-2-1 or create your own 2-3 big open questions.*
- Hold it loosely! *Whatever happens will be exactly the thing you need.*



## Sample 3-2-1 questions

- What 3 things did we transform together or what 'ahas' did I inspire in you as part of our work together?
- What 2 projects or pieces of work will we need to let go?
- What 1 "superpower" or strength do we each bring to our work?

## Resources and inspiration

All ideas are made from other ideas.

You might find some resonance in this practice.  
It might feel like other things you've done.

It has components of:

- Gratitude and celebration.
- Honoring relations and keeping kin with people and our work.  
Regeneration and cycles of composting and creating.

Here are a few of the things I drew on.

- **Appreciation pages** – My daughter just came home from camp a little over a week ago and her campers created an appreciation page for each other. Maybe you've done this or seen one that your child created (I found one from my childhood in a box of memories and it was still so sweet today). Perhaps you have used a kudos board or other appreciation tool. This alone is rarely enough and can be performative without acknowledging the hard truths of the moment or taking time to repair broken or tender relationships.
- **Strategy triage** – early in Covid a tool was circulated to mindfully pivot. Some of my questions are akin to those used during this process.
- **Ecocycle planning** – if you've used Liberating Structures you might be familiar with this one, which is a tool about composting, hospicing, letting in and letting go, and is useful as an individual life planning tool or within projects, organizations, teams.
- And it comes from my lifelong love of a book called **Frederick** by Leo Lionni which is about soaking in all the goodness of life as a store you can draw on to nourish yourself and community in dark, lean, desperate times.