

Part I. Reflect

Think about the last 6-8 weeks. Take 5 minutes to reflect and answer the questions below. Try to think of at least 3 things per prompt. Put one thought or answer per bullet.

What's working?	What's ok, but could be better?	What's not working or is missing?
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Part II. Discuss

Consider:

- What patterns do you see?
- For the things that are working, *why* are they working?
- For the things that are blocking you, *why* are they blocking you?
- What about our ways of working might be contributing to these patterns (good and bad)?
- How might you be playing a role in what you're seeing?
- How might your leaders be playing a role in what you're seeing?

Part III. Step back and notice our own patterns

Next, take a moment to consider which items you have control over, which you can influence, and which are out of your control. Highlight them accordingly. What do you notice?

In my control

In my influence

Out of my control

Part IV. Identify what's next

Write in answers to the following:

1. What does this mean for me going forward?
E.g. Make requests and see how people react instead of assuming they won't be receptive.
2. What requests do I have for others/my partners? (Focus on what is in your control, what conversations do you need to have directly?)
E.g. Propose to Marketing that we have a monthly retrospective to tackle challenges and share feedback more regularly. Add it as an agenda item in the next Monday meeting.