

Build a strong purposeful team culture with shared signals.

Check in early & often

We support people to reach the full potential of their contribution and to thrive, through regular meaningful conversations that provide space for:

- opportunities for reflection & growth.
- connection between individual & company's goals.
- reflection on relevant & candid feedback.

We should be checking in with our team every quarter (outside of task-related feedback). This is their chance to work through feedback, reflect, adapt and improve to create new forward motion.

Check your own weather.

Do I understand my self and do I operate in a way that increases my own effectiveness and impact?

Do I know how to give and receive generous feedback?

Reflection.

What worked or didn't work in the past months?

What does this mean for how I might move forward?

What might self-leadership look like?

Do I understand the real work to be done here?

What might self-learning look like?

Do I understand how to evaluate my impact?

Do I understand how to reflect, adapt and learn by doing?

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A posture of self-learning.

Let's hear your collected feedback for this quarter.

What's the story you're telling yourself as you're reading this feedback?

How might it be true from where that person is standing?

What sort of feedback do you most often receive? If you assumed it was true, what might you do with it?
How might it change you?

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A posture of self-learning.

What's the difference between someone who is good in your role, and someone who is outstanding?

If you could connect more effectively with someone in order to have more impact - who would it be and why would that matter?

When was the last time you were in flow at work?
When you lost track of time in a good way?

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A posture of self-leadership.

When you look back on this quarter . . . what did you do too much of? What did you do too little of?

How might you narrow your focus to create more impact next quarter? What's the real work for you?

What are you most afraid of and what is it stopping you from doing?

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Creating a self-directed career.

Do you understand the body of thinking surrounding your role or area of expertise?

Do you know who the 'great' or 'interesting' thinkers are in your area of work?

What are you doing to take responsibility for your own learning? When and how do you find the time?

How would you rate yourself? How ambitious are you? What kind of support do you most need to continue this learning journey?

What does this mean for how you'll move forward?

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