CreativeHuddle

CANVAS

TIME 45 minutes

GROUP One team

Teamwork

Four Zones Map

Agree on one page how your team will speak up freely and keep the bar high.

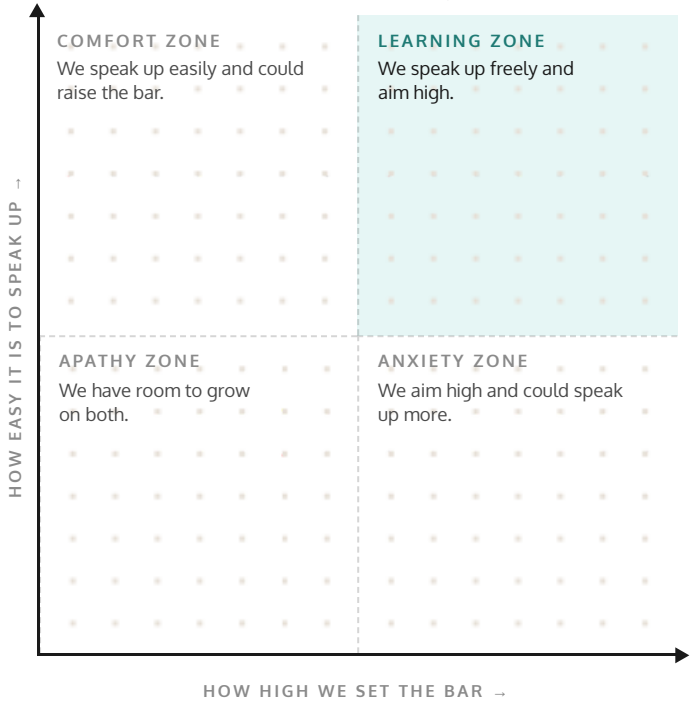
THE IDEA

The best teams pair two things: people feel safe to speak up, and the bar stays high. Amy Edmondson calls this the learning zone. Map where your team is today and name what already helps. Then agree what will help you speak up even more, how you'll respond when people do and one habit that keeps everyone speaking up.

Materials. This canvas, printed large or on a shared online whiteboard, and a dot for each person.

1 Where we are today

Each person adds a dot for where the team is today.



What we notice

2 What helps us speak up

What already helps us speak up and aim high?

3 What will help us speak up more

Think about how we show that every voice matters, how we ask for ideas and how we respond.

4 How we respond

When someone shares an idea, a question or news, we take three steps. Write each one in your own words.

1. **Thank them.**
2. **Ask a question.**
3. **Say what happens next.**

5 Our habit

One small, regular habit.

What we'll do, and when

Who starts it

We'll check it on
Pick a date 30 days on.

Based on Amy Edmondson's work on psychological safety, including *The Fearless Organization* (2018).

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WORKED EXAMPLE

TIME 45 minutes

GROUP One team

Teamwork

Four Zones Map

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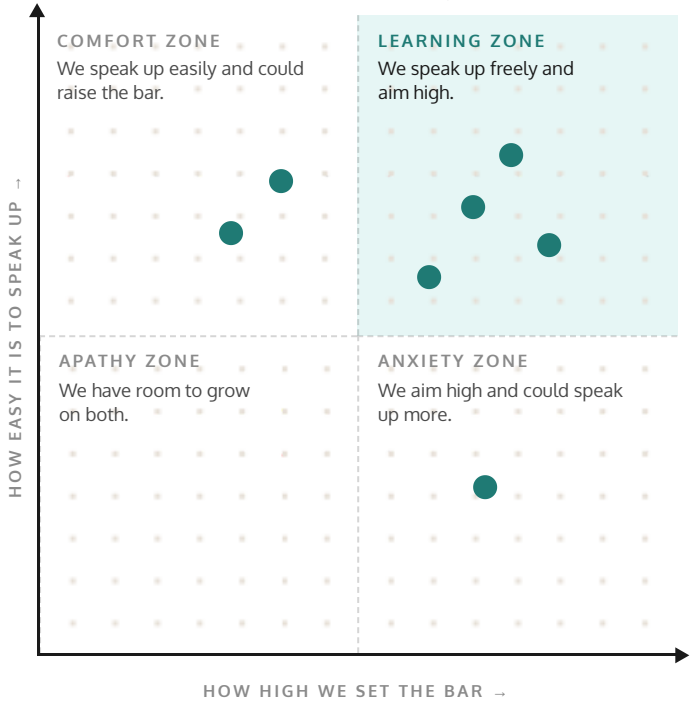
THE IDEA

The best teams pair two things: people feel safe to speak up, and the bar stays high. Amy Edmondson calls this the learning zone. Map where your team is today and name what already helps. Then agree what will help you speak up even more, how you'll respond when people do and one habit that keeps everyone speaking up.

Materials. This canvas, printed large or on a shared online whiteboard, and a dot for each person.

1 Where we are today

Each person adds a dot for where the team is today.



What we notice

Most of us see the learning zone, and two of us feel the bar could rise.

2 What helps us speak up

What already helps us speak up and aim high?

- *Sam asks for ideas before deciding*
- *Questions welcome in stand-ups*
- *Clear goals for every project*
- *We thank people for early heads-ups*
- *Our Friday show-and-tell*

3 What will help us speak up more

Think about how we show that every voice matters, how we ask for ideas and how we respond.

- *Say why we need everyone's view*
- *Rotate who chairs our meetings*
- *Ideas in the chat during calls*
- *Share what changed after someone spoke up*
- *A questions slot in every review*

4 How we respond

When someone shares an idea, a question or news, we take three steps. Write each one in your own words.

1. **Thank them.** *"Thanks for raising that."*
2. **Ask a question.** *"What made you spot it?"*
3. **Say what happens next.** *"Let's add it to Thursday's agenda."*

5 Our habit

One small, regular habit.

What we'll do, and when

Before each decision, we ask for one build and one challenge.

Who starts it

Whoever chairs

We'll check it on

Pick a date 30 days on.

Thu 4 Feb, team meeting

Based on Amy Edmondson's work on psychological safety, including *The Fearless Organization* (2018).

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