CreativeHuddle

CANVAS

TIME 45 minutes

GROUP One team

Teamwork

Greatest Hits Chart

Put your team's wins on one page, pick your top three and agree how you'll keep noticing wins.

THE IDEA

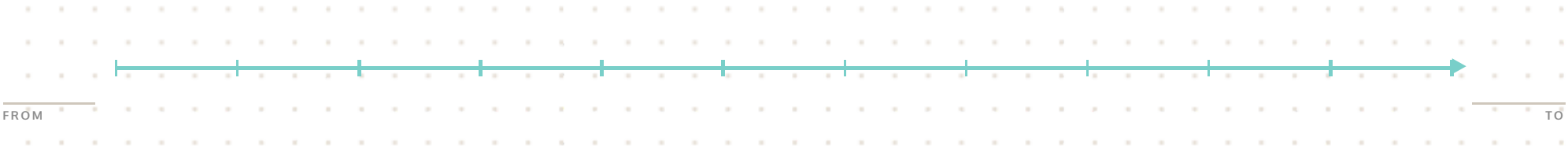
Making progress in meaningful work, even in small steps, does more than anything else to lift people's working day. Put the team's wins from the period in order and pick your top three. Then add what each person is proud of and who your work helps, and agree one habit for noticing wins.

Materials. This canvas, printed large or on a shared online whiteboard, and sticky notes.

1 Our wins

Include the small ones.

Add each win where it happened in the period, from the first to the most recent.



2 Our top three

Vote for the three wins you're proudest of, and note who made each one possible.

1. **The win**
   Thanks to
2. **The win**
   Thanks to
3. **The win**
   Thanks to

3 What I'm proud of

Each person adds one thing they're proud of and what they did to make it happen.

4 Who our work helps

Who benefits from these wins, and what difference does it make to them?

WHO IT HELPS	THE DIFFERENCE IT MAKES

5 Our habit

One small, regular habit for noticing wins.

What we'll do, and when	Who starts it	We'll check it on

The power of small wins comes from Teresa Amabile and Steven Kramer's research on progress at work (The Progress Principle, 2011).

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WORKED EXAMPLE

TIME 45 minutes

GROUP One team

Teamwork

Greatest Hits Chart

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THE IDEA

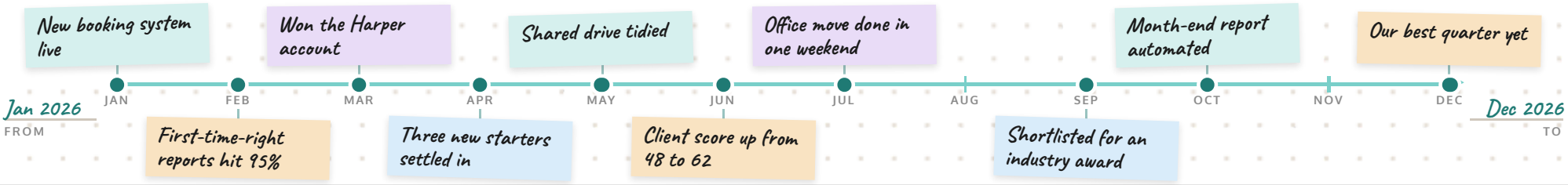
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2 Our top three

Vote for the three wins you're proudest of, and note who made each one possible.

1	The win	Won the Harper account
	Thanks to	Aisha and Dev, with Tom's brief
2	The win	Client score up from 48 to 62
	Thanks to	The whole service team
3	The win	Office move done in one weekend
	Thanks to	Tom, Priya and facilities

3 What I'm proud of

Each person adds one thing they're proud of and what they did to make it happen.

- Aisha: I rebuilt the Harper pitch in the client's words
- Dev: I automated the month-end report
- Ellie: I trained our three new starters
- Tom: I planned the office move week by week
- Priya: I ran my first client workshop
- Ben: I set up the new booking system

4 Who our work helps

Who benefits from these wins, and what difference does it make to them?

WHO IT HELPS	THE DIFFERENCE IT MAKES
Clients' finance teams	Reports two days sooner
Harper's buyers	One contact for every order
New starters	Confident in their first month
The wider business	Rooms booked in seconds

5 Our habit

One small, regular habit for noticing wins.

What we'll do, and when	Who starts it	We'll check it on
Start each Friday huddle with a wins round: one win each, and small ones count.	Priya, then we rotate	Fri 4 Dec, Friday huddle

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