



Member's-Only Content: Please Read Before Proceeding .

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# FORGOOD Pulse Check (Fast Decision-making)

Here's some inspiration for anonymous 5-minute check-ins to embed in existing team meetings (e.g. monthly). For continuous, responsible reflection under time pressure.

## Why use a FORGOOD pulse check?

- Use this quick, structured check-in to surface trust concerns early
- Anonymous input enables input without hierarchy barriers
- Capture diverse perspectives across teams/ project phases
- Track trends to spot blind spots and emerging risks

## Part 1: FORGOOD confidence check on recent decisions

*How confident are you in your team's recent choices on trust (FOR), decision quality (GO), resilience (O) and ownership (D)?*

- **Trust** (Fairness · Openness · Respect) "Our recent decisions have been fair, transparent, and respectful of the people affected."
- **Decision Quality** (Goals · Options · Delegation) "Our recent decisions have targeted the right outcomes, explored real alternatives, and been owned by the right people."
- **Resilience** (Opinions) "Our recent decisions would withstand external scrutiny from customers, regulators, and the public."
- **Ownership** (Delegation) "They have been delegated to the most suitable people."

## Part 2: Discussion on what needs attention

- *Word cloud / quick open discussion (5 minutes): "What are your recent concerns regarding trust, decision quality, resilience and ownership?"*
- Review the scores against the previous check-in: Where have scores shifted, and what's driving the change? Then look at the word cloud. Pick the most prominent theme and discuss: **what's one thing we could do about it before the next check-in?**

## Choose your platform: Mentimeter (s. below), MS teams polls, Google forms, Qualtrics

Example

*Just copy the questions above into a tool of your choice depending on what your team uses*

How confident are you in your team's recent choices on trust (FOR), decision quality (GO), resilience (O) and ownership (D)? What are your recent concerns related to trust, decision quality, resilience and ownership? (D)?



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