

How We Roll

So many projects get derailed because of basic differences in people's working styles. *How We Roll* is a quick and painless way to surface differences right from the start, as team members plot themselves on a poster showing categories like "Night owl" vs. "Early bird." Works well as a prelude to *Operating Principles*.

⌚ TIME: 15 MINUTES

When should I use it?

When you have a new team or a mix of people who haven't worked together—and you need to quickly establish some basics about people's working styles.

What will I need?

- + *How We Roll* 24"x36" poster (or whiteboard, flip chart, or 20"x23" Post-It pad)
- + Pens, Post-it notes, or dot stickers for voting

1 Pin up the *How We Roll* poster to a wall or affix it to a whiteboard.

2 Have each person on the team read the spectrums and place a dot or Post-It (with initials) to indicate where they fall on each spectrum.

3 Look for areas where there's a clear divide or an overwhelming preference with a few outliers.

4 Discuss ground rules the team can use to handle those areas where there's a divide or an imbalance. (The *Operating Principles* poster is a great place to capture the ground rules.)

