



One Word

Each team member describes their current work experience in one word. Everyone must state one word and can shortly explain it. As a team, listen and decide if there is any arising topic you want to talk about in this retrospective.



Retrospective

Reflect on your recent project and team experience. Each team member shares their highlights, lowlights and wishes. Discuss arising patterns and themes. Decide what you want to keep and what you want to change. Define concrete actions.

Project	Highlights What went well in the project?	Lowlights What could have gone better with the project?	Wishes What was missing in the project?
Team	Highlights What went well with the team?	Lowlights What could have gone better with the team?	Wishes What was missing in the team?
Action	Things to keep What should the team keep doing?		Things to change What should the team start or stop doing?



Start - Stop - Continue

Reflect on your recent team and project experience. Each team member shares what they want to start, stop or continue. Try to reason it based on your latest experiences. Discuss arising patterns and themes. Decide which ones you want to take action on.

Start

What should the team start doing?

Stop

What should the team stop doing?

Continue

What should the team continue doing?



KALM | Keep-Add-Less-More

Reflect on your recent project and team experience. Each team member shares what they want to keep, have more or less of or want to add. Discuss arising patterns and themes. Decide which ones you want to take action on.

	More What should the team start doing?	Keep What should the team continue doing?	Less What should the team stop doing?
Add What should the team add?			



4Ls | Liked – Learned – Lacked – Longed for

Reflect on your recent project and team experience. Each team member shares what they liked, learned, lacked and longed for. Discuss arising patterns and themes.

Liked

What did the team like?

Learned

What did the team learn?

What was missing for the team?

Lacked

What might be the team would have wished for / should have been possible?

Longed for



Mad - Sad - Glad

Reflect on your recent project and team experience. Each team member shares what experiences made them made, sad or glad. Discuss arising patterns and themes.

Mad

What made you feel annoyed?

Sad

What caused feelings of disappointment?

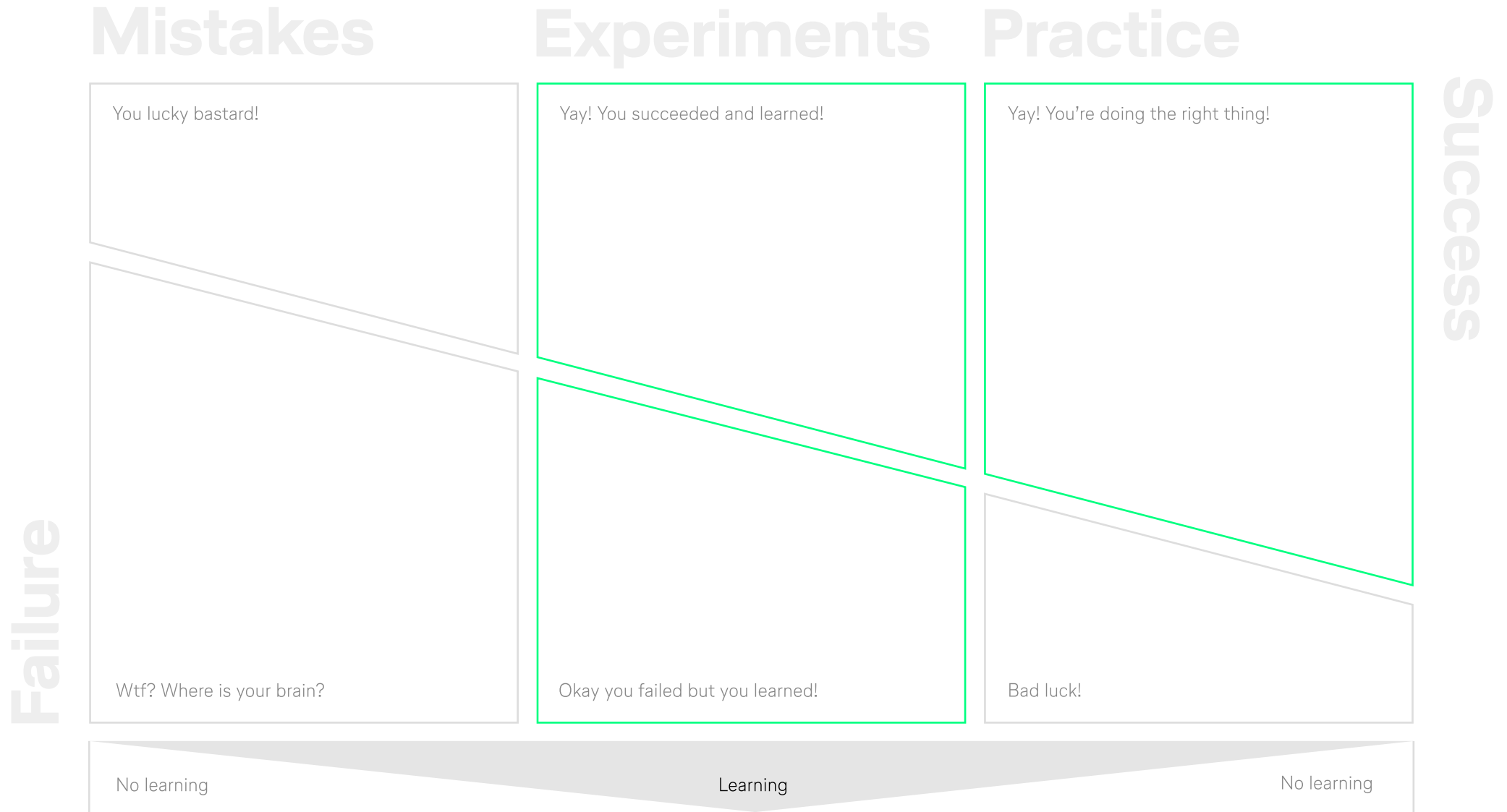
Glad

What made you happy?



Celebration Grid

Reflect your latest team and project experiences. Think of mistakes, experiments and practices you did and write them down on post-its. Position those post-its within the celebration grid. Celebrate your successes but also share the learnings from your failures.



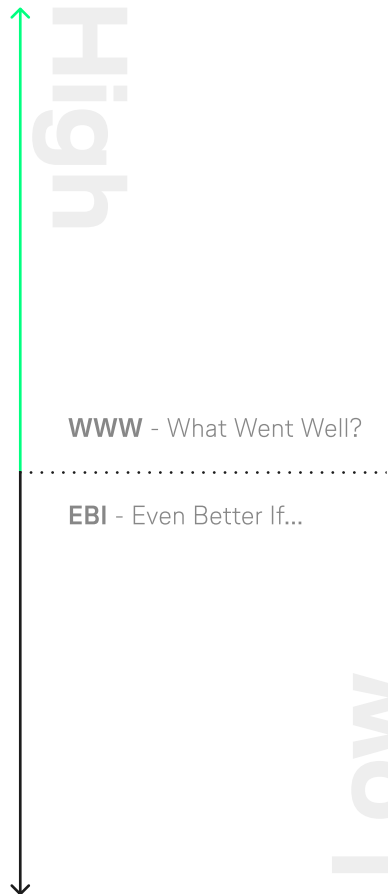


Team Alignment

Each team member reflects along the five joint dimensions and positions their assessment of each joint dimension on the respective scale. Then, think about what went well (WWW) in each joint dimension and how it could be even better if (EBI). Share and discuss each joint dimension.

Joint Visions/Objectives

Clarity on what do we want to achieve?



Joint Commitments

Who does what?



Joint Impacts

How much do we achieve together?



Joint Routines

How much do we work together?



Joint Well-Beings

How much do we manage work-life balance and our work load?

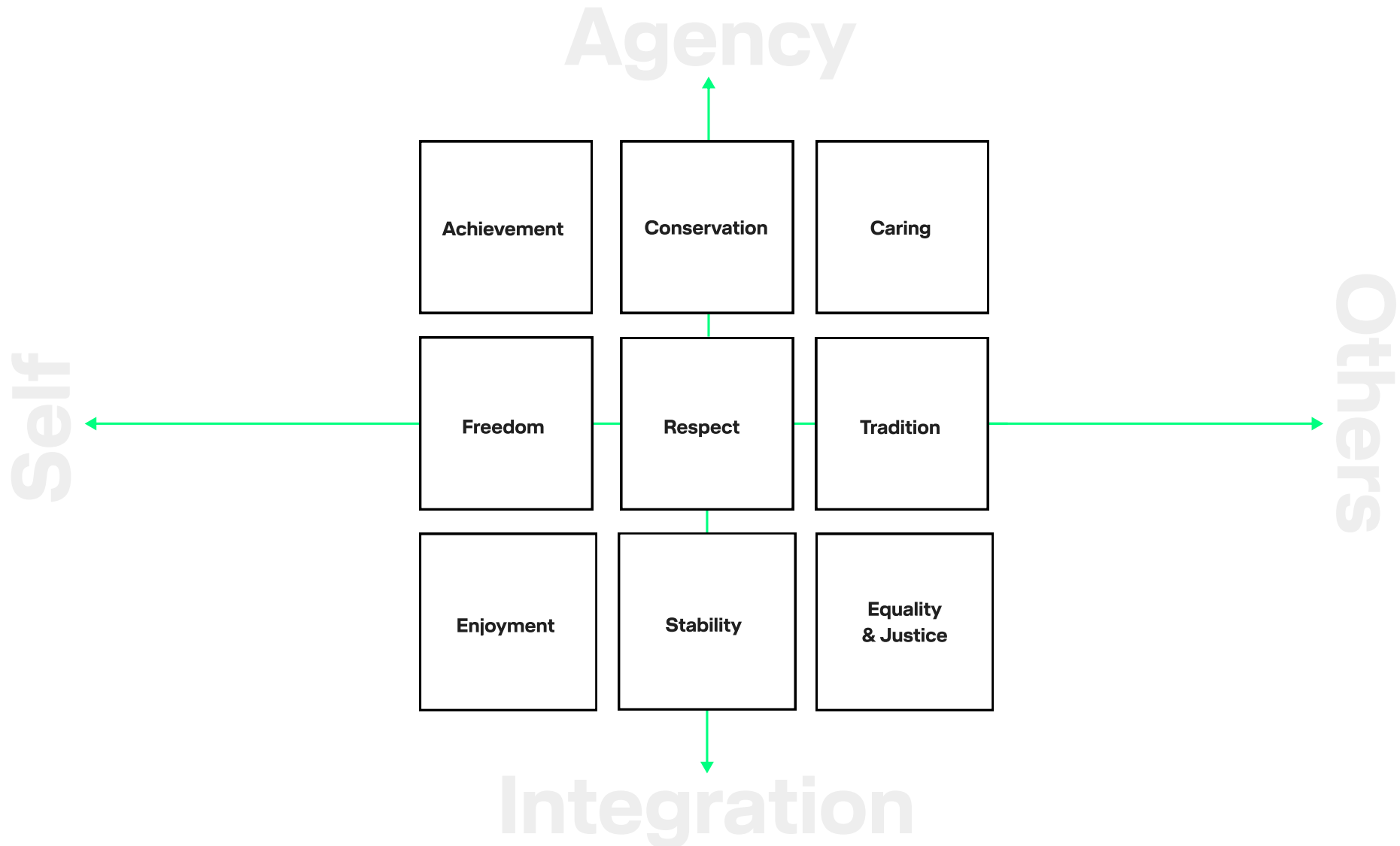




Individual Purpose Mapping



Your individual purpose (that is, where you find meaning) will likely map to some combination of the values below. The vertical axis reflects the target of our work activities, whether directed towards ourselves or toward other people. We may find either or both orientations meaningful. The horizontal axis reflects the underlying motives for our work activities, ranging from our drive to expand our sense of self to our drive to cooperate and unite with the world around us. Both dimensions may be experienced simultaneously and in combination.





Individual Purpose Mapping



The nine types of purposes and examples of their characteristics

Achievement

- Having a sense of authority
- Being the most influential person in any group
- Having high status, high income and power

Freedom

- Learning things for myself
- Forming my own opinions
- Choosing my own goal

Enjoyment

- Having new and different experiences
- Going on adventures
- Having excitement in life

Conservation

- Working against threats in the environment
- Raising awareness to preserve the environment

Respect

- Not being shamed in front of others
- Avoiding humiliation

Stability

- Respecting authority figures
- Having order and stability in society
- Adhering to standard rules

Caring

- Helping the people close to me
- Sacrificing for my loved ones
- Being responsive to the needs of my family & friends

Tradition

- Respecting my culture's history
- Respecting the rituals of my culture or religion
- Preserving the established values of my culture/religion

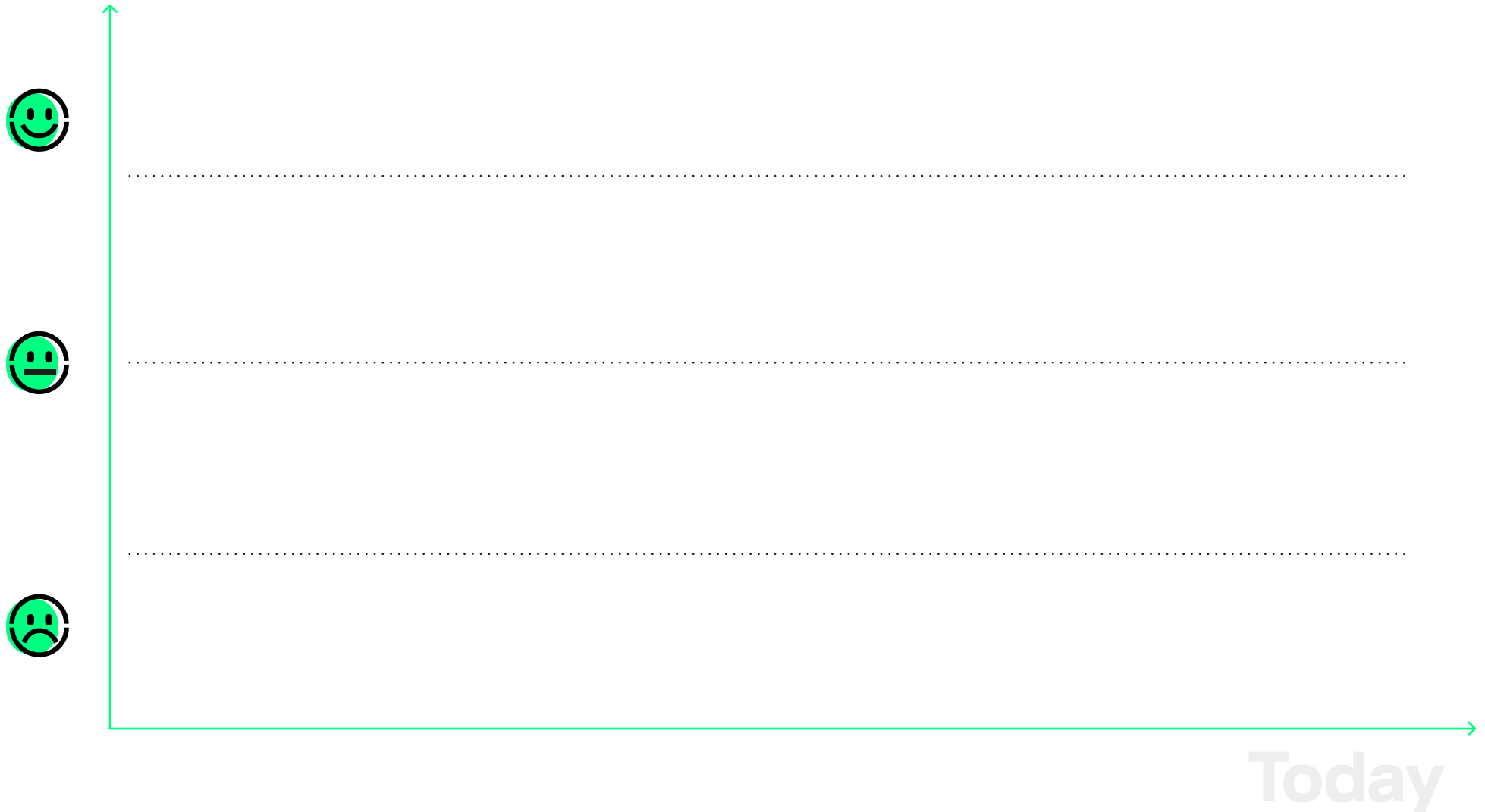
Equality & Justice

- Listening to people who are different than me
- Trying to understand people, even when I disagree with them
- Ensuring everyone is treated fairly



Emotional Journey

As a team, define your time span on the x-axis before you start. Draw your emotional curve for this time span and name your highlights and lowlights. Share your journeys within the team.





Action Assessment

Based on the team reflection, define actions you want to take for further improvement. As a team, estimate the impact and effort of every action. Each team member can then decide which action they would invest their energy in. This will give you an assessment of all actions to decide which ones the team wants to commit to.

Action

Impact

What do you want to achieve?

What is the estimated impact of this action?

What is the estimated effort of this action?

How motivated is the team for this?

Effort

Energy





Energy Level

Ask yourself: How energized am I for the upcoming period of time? Position yourself along the energy scale. Shortly reason why.

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