

Reviewing Values, Success and Vision

Our Beginnings

1. Thinking about when you first began at this agency and this team, what first attracted to you to the team and the work you did? Who or what made those initial impressions of teamwork stand out?
2. On the basis of what was just discussed, what is our list of the key attributes that makes this team a great team to work with?
3. What did we call attention to during our “stories”? Any themes or patterns? Anything that may have seemed to be of real interest to all of us?
4. What might we carry forward even more into our daily interactions with each other?

Proud Moments and Support

5. In the last 12 months, how have you contributed to yourself as a learner, to the team and to the mission of the Agency? What are 1 or 2 proud moments of accomplishment or support that you provided, perhaps a time when you felt particularly alive, productive or helpful?
6. How are you feeling about the team currently?
7. Is there any kind of support would you like even more from the team that would enable you to complete your work and feel completely satisfied?
8. What expertise and contribution have you noticed or experienced that you would like to particularly acknowledge and call attention to for this individual?
9. Are there any kinds of support you would like to offer to this individual?
10. Is there any additional help you would like from this person?
11. Is there anything about what was said or how it was said that you'd like to follow-up on?

Reactions to Draft Vision

12. What is it I heard? What caught my attention? What do I recall most vividly?
13. What questions for understanding came to mind? What is still fuzzy in my mind?
14. How did this land on me? What really caught my interest? Felt joyful?
15. Was there anything in particular that was surprising, confusing, distressful or disconcerting?
16. What does this vision mean to me? Anything most or least meaningful?
17. What are my conclusions? Anything I fully agree with? Disagree with?
18. With me and my work in mind, how achievable is this vision?
19. What are some of the risks (obvious or hidden)? How might we minimize risks and maximize benefits?
20. How likely is this vision to impact me or my work?
21. What are the likely impacts on me, my work, our team?
22. How well do my aspirations match this vision?
23. What are my aspirations? What work or skills really interest me, that I'm learning about or want to learn more about?
24. What kind of support am I likely to need to see myself more clearly in this vision?
25. What are 1-2 wishes I have about my future work on the team?