









# WAYS OF WORKING Canvas

Team:

Date:

Use this canvas to facilitate a conversation with your team around how you want to work and what you expect from one another. Fill it out together using words and images, or print large scale and populate with sticky notes. As you complete each section be sure to synthesize your results into a key statement or bulleted list you agree on.

<p><b>1. What do we value?</b> What qualities and behaviors are important to us as individuals? Which ones are shared among us?</p>	<p><b>2. How will we behave based on these values? Explore the categories below.</b></p>		
	<p><b>Communicate</b> When, how, and with what channels?</p> 	<p><b>Collaborate</b> When will we show one another our work? How will we work together on ideas? What tools will we use?</p> 	<p><b>Measure Our Work</b> What does success look like? How will we know we've reached it?</p> 
<p><b>3. What commitments can we make to one another based on this?</b> How will we each show up differently as individuals and team members? What behavior change can we hold one another accountable to?</p>	<p><b>Provide Feedback</b> How do we expect performance feedback will be delivered and managed?</p> 	<p><b>Make Decisions</b> Is it through consensus or is there designated decision-maker? How do we know who the decision-maker is? How will decisions be communicated?</p> 	<p><b>Recognize One Another</b> How do we individually like to be rewarded? Do we have specific goals or milestones we'll celebrate together?</p> 
	<p><b>Handle Conflict</b> What does healthy conflict look like for us? What would unhealthy conflict look like?</p> 	<p><b>Prioritize Work</b> How will we resolve conflicting priorities?</p> 	<p><b>What is your team archetype?</b> What is our spirit animal, superhero, or historical representative?</p> 