

TOOLKIT

# Hopes and Fears

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**INTRODUCTION**

## Why do we do this activity?

Teams use this activity to reflect upon what concerns and goals they have in common as a group. This highlights potential risks and shared ideas of success.

## INTRODUCTION

When should you use this activity?

At any moment that feels like the beginning of things like a project, new initiative, sprint, quarter, iteration, cycle, or any other large commitment of work.

We suggest **30 minutes** for this activity.  
How much time you spend is up to you!

- **Write before you talk.** Write or sketch lots of your ideas on sticky notes *before* talking about them. During discussions, capture the main points on sticky notes and post to the wall.
- **There are no bad ideas.** Start big. Diverge to get everyone's ideas out there. Come back together to discuss, cluster, and seek patterns. Then, converge to determine the strongest ideas.
- **Stay focused on your users.** Tell stories about users to keep them at the center of your attention.
- **Everyone participates.** Everyone has a marker and a pad of sticky notes.
- **Stay engaged.** Avoid side conversations. Use a “parking lot” to capture issues that are off-topic.
- **Start on time, stay on time.** To meet our goals, we need to watch the clock and stick to the plan.
- **Yes, and...** Instead of dismissing the ideas that your teammates suggest, push yourself to build on them.

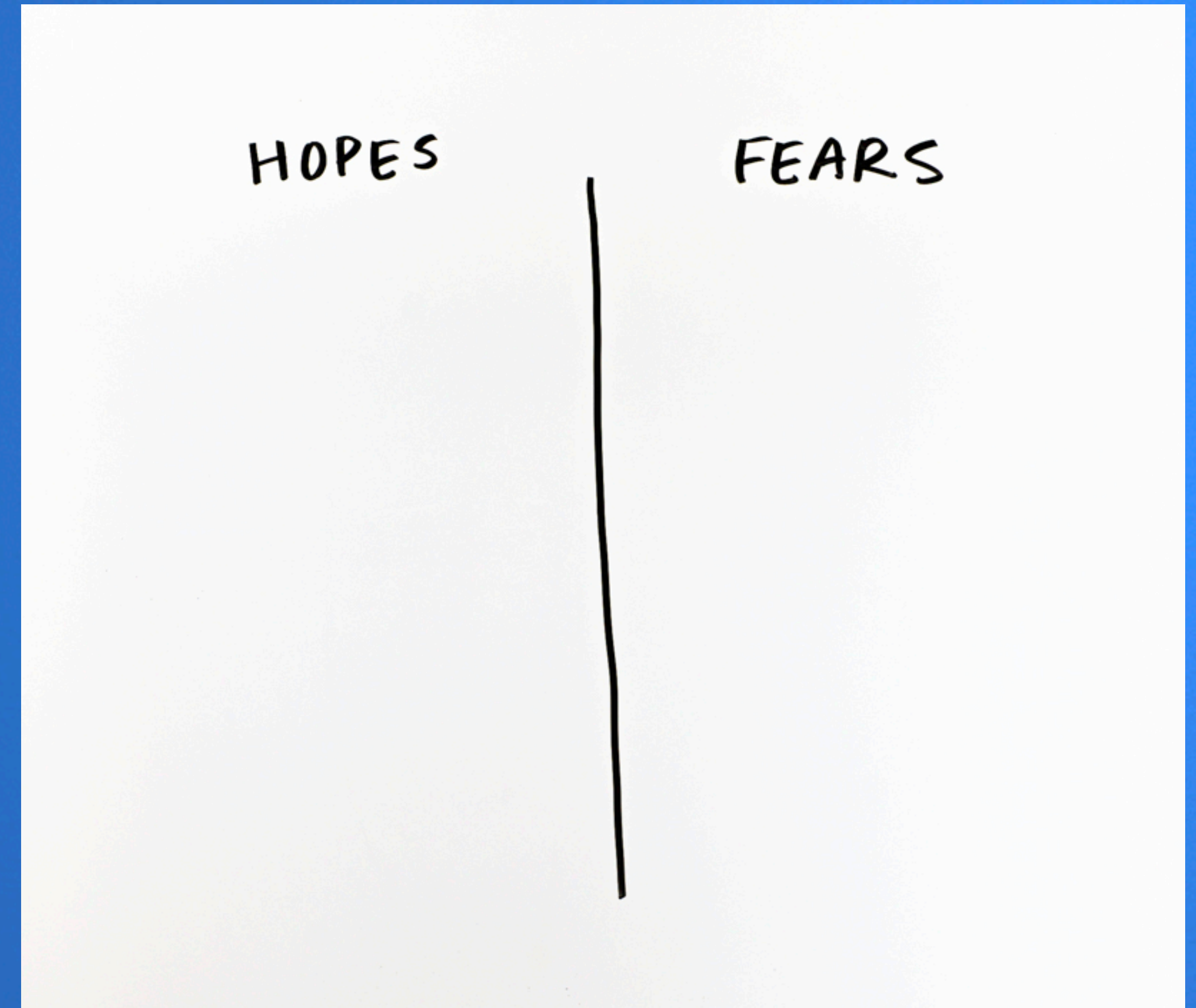
# Ready, set, go!



### SETUP

Draw a vertical line in the center of a large page or whiteboard.

Label the left half *Hopes* and the right half *Fears*.





## IDEATION

As individuals, **silently** write hopes and fears about the upcoming work, and place them on the wall. Remember: just one idea per sticky note.

- I hope...
- It would be great if
- I'm concerned that...
- This would be great but...





## CLUSTER

Once everyone finishes writing, **discuss** as a group and **cluster** sticky notes into themes. Circle and title your themes.





## HANG IT UP

Keep this posted in a communal space. Use this to inform how your team will work.





## Hopes and Fears

30 min

## PLAYBACK

Choose one person to  
present your team's  
*Hopes* and another to  
present your team's  
*Fears*.





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