

1-2-4-ALL

DESIGN ICEBERG COMPANION / Record evidence and assumptions separately. Name the decision and date your version.

INVITATION & PURPOSE

One open question; explain how the contributions will be used.

1 / ALONE

Quiet reflection; suggested 1 minute.

2 / PAIRS

Build on ideas; suggested 2 minutes.

4 / QUARTETS

Refine differences; suggested 5 minutes.

ALL / WHOLE GROUP

Share useful insights; suggested 7 minutes.

Method: Henri Lipmanowicz & Keith McCandless / Liberating Structures. Original companion record.

BELOW THE SURFACE

Review the interpretation before acting. Preserve the evidence, uncertainty and reasoning behind the next decision.

DEVELOPED IDEA

What became more specific through discussion?

CONTEXT & CONDITION

When would this contribution help?

USEFUL DIFFERENCE

What did not converge or was nearly lost?

PARTICIPATION REFLECTION

Who had difficulty contributing and why?

NEXT USE

How will the contributions inform subsequent work?

OWNER & RETURN TO GROUP

Who follows through and shares the result?