

Hopes and fears

Run this at the start. Everyone writes their hopes and fears silently, then shares. Fears named early become working agreements; fears left unspoken become resistance later.

PROJECT	WHO TOOK PART	WHEN	TEAM / DATE
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Hopes

What would make this worthwhile?

One hope per note

Fears

What worries us about this work?

One fear per note

Themes

What patterns do we see?

Cluster the notes; name each cluster

So we will...

Commitments that answer the fears

Turn the biggest fears into working agreements