



Is your team in the learning zone?

Are some people in your team levelling up and exploring?

If yes, they must be in the learning zone!

- Did you nudge them, or did they go there by themselves?
- How are you contributing to psychological safety and ambitions?
Keep doing that!
- Can you do even more? Should you?
- What is your next step?

And if some people in your team are NOT levelling up and exploring...

...think about these questions:

- What's missing? Ambitions or psychological safety?
- What do you need to do?
- Should you take help from a colleague somewhere?
- What is your next step?

EVERYDAY TEAM SPIRIT

Praise

Include

Admit

Ask for feedback



MISTAKE

Support the person

Focus on learnings

