



## Experiment 15

# Energy Barometer for Weekly Check-ins

Managing a project can be tough work, especially if it involves going against everyday norms. Use this simple technique to gauge the positive (or negative) energy of your team, and channel it toward productive work on a regular basis.

### STEPS

- 1** Gather your team and set the tone. Sit in a circle or horseshoe shape at a table in front of a white board, or simply in a ring of chairs. As you open the conversation, set expectations that the purpose of the check-in is to make space for open and honest reflection on the team's energy, interactions, feelings, and progress – not for project planning.
- 2** Briefly take the temperature of the team using a “fist-to-five” energy barometer exercise. Ask everyone to think for a moment how they'd rate their feelings around the team's work (over the past one or two weeks) on a scale of zero to five. Invite team members to hold up the corresponding number of fingers to share their ratings with the group – zero (fist: very low energy/negative outlook) to all five (very high energy/positive outlook).
- 3** Have each team member briefly share the thinking behind their rating. To stoke conversation, ask them for a high point, a low point, and a learning from the past week. Dive deeper into discussion, noting commonalities and differences. Note issues that may require follow-up, for example, a conflict may call for a mediating conversation; a project issue may require a planning session; or overwhelming positivity may be cause for celebration.

### TIME

20-40 minutes every 1-2 weeks is recommended – depends on the size of your team and where you are in the process

### ROLES

1 facilitator  
Participants

### MATERIALS

None required, however, you may record the conversation using a white board, sticky notes, or notebook

### USE IT WHEN

- You want to set norms for weekly or bi-weekly check-ins. (You may extend or build on this exercise for mid-point check-in dialogues that incorporate other discussion prompts)
- You're gauging the working relationships of new partners and stakeholders

### USE IT TO

- Create a safe place for all members to share their perspectives and solicit help
- Build a habit of reflection and proactive resolution within your team
- Foster positive team dynamics