# SITM Framework – Team Cycle Worksheet

Use this worksheet to guide your team through each phase of the SITM Framework. Reflect honestly, document insights, and commit to practical actions that align with the Sustainable IT Manifesto.

## 1. Awareness – Aware Hedgehog

Identify the unseen environmental and social impacts of your systems. Gather metrics, engage with stakeholders, and bring hidden issues to the surface.

### Team Reflection Questions

* • What do we know about the environmental impact of this system (carbon, energy, e-waste, water)?
* • Where are our biggest sustainability blind spots?
* • Who could provide insight into overlooked impacts or inefficiencies?
* • What tools or data could help us see more clearly?

Notes and Actions:  
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## 2. Conscious Design – Conscious Butterfly

Translate awareness into sustainable design. Make values-based decisions, document trade-offs, and build sustainability into priorities and roadmaps.

### Team Reflection Questions

* • What sustainability goals are we setting for this cycle?
* • What principles of green software or responsible design apply here?
* • Where are we making trade-offs, and how are we documenting them?
* • Are there low-impact ways to meet our goals more efficiently?

Notes and Actions:  
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## 3. Enablement – Enabled Fox

Build and deliver using sustainable tools, infrastructure, and processes. Align people and systems so that sustainability is supported and repeatable.

### Team Reflection Questions

* • What tools, libraries, or infrastructure choices support sustainable delivery?
* • How are we automating or embedding sustainability into CI/CD and operations?
* • Are our procurement and usage patterns aligned with green standards?
* • What support, training, or templates could enable this work more effectively?

Notes and Actions:  
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## 4. Empowerment – Empowered Tortoise

Reflect, share, and reinforce the practice of sustainability. Celebrate wins, invite leadership, and contribute your knowledge back to the community.

### Team Reflection Questions

* • What sustainability wins or insights can we celebrate or share?
* • How can we improve our process or culture for the next iteration?
* • Who showed leadership in sustainability, and how can we recognize them?
* • What can we contribute externally to help others learn from our experience?

Notes and Actions:  
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