# SITM Framework Workbook

Guiding Principles of the Sustainable IT Manifesto (SITM): Awareness, Consciousness, Enablement, Empowerment  
This workbook is designed to help individuals and teams reflect on the principles of the Sustainable IT Manifesto and begin applying them through the SITM Framework.

## Be Aware – Aware Hedgehog

"We cannot improve what we cannot see."

Awareness is the foundation of the SITM Framework. It means recognizing the hidden impacts of technology — from energy usage to digital exclusion — and seeking out data and perspectives that expand your understanding of the system's true cost.

### Reflection Prompts

* • What aspects of your system's environmental impact do you currently measure?
* • What hidden costs or unintended harms might you be overlooking?
* • Who in your organization or community might have insights into blind spots?
* • How do you surface and share sustainability-related data in your daily work?

## Be Conscious – Conscious Butterfly

"Every line of code and every device has a footprint. Make it count."

Consciousness turns awareness into thoughtful decision-making. This principle asks us to weigh impact in every choice we make — from architecture to algorithms to infrastructure — and to own the consequences of our design and operational decisions.

### Reflection Prompts

* • Where do you face sustainability trade-offs in your work?
* • What would a sustainable default look like for your project or product?
* • How do you factor in long-term environmental or social costs when making decisions?
* • In what ways could you reduce waste or inefficiency with minimal disruption?

## Be Enabled – Enabled Fox

"Good intentions need good infrastructure."

Enablement means making it easy to act sustainably. That includes training, tools, processes, and organizational structures that support sustainability without requiring heroics. The goal is to reduce friction and make the right thing the easy thing.

### Reflection Prompts

* • What systems or processes currently support sustainable choices in your organization?
* • What tools or automations could help reduce the footprint of your workflows?
* • Where do individuals feel unsupported or unsure about how to act sustainably?
* • How might you redesign processes to align better with sustainability goals?

## Be Empowered – Empowered Tortoise

"Everyone has a role. Everyone can lead."

Empowerment means building a culture where sustainability is everyone’s responsibility. It involves recognizing contributions, distributing leadership, and amplifying efforts to influence broader change. It’s about embedding sustainability into identity, values, and ambition.

### Reflection Prompts

* • Who are the sustainability leaders in your organization — formal or informal?
* • What structures exist to reward or recognize sustainable innovation?
* • How can you share success stories to inspire others?
* • What would it take to make sustainability part of your team’s identity?