# Sustainable IT Cycle – Team Worksheet

Use this worksheet to guide your team through each phase of the 4-Stage Sustainable IT Cycle. Reflect honestly, document observations, and commit to action.

## 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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