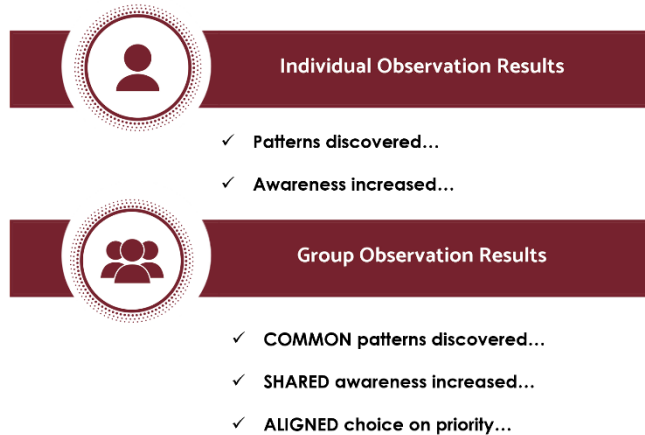## GROw PRACTICE: RUN EXPERIMENTS

We are glad that you are not only aware of the triggers that prevent you from running experiments effectively, but also you see the potential to shift that.

It's easy to involve others when tracking triggers. This opportunity creates organic conversations that gives brain time to think.

Whether you brought up this week's observations to others or not, you can **now** start engaging them intentionally daily and weekly to examine current reality and start making real change ... together.

Individual Observation Results

✓ **Patterns discovered…**

✓ **Awareness increased…**

Group Observation Results

✓ **COMMON patterns discovered…**

✓ **SHARED awareness increased…**

✓ **ALIGNED choice on priority…**

Daily Stand-Up Questions

1. Did you record the data from yesterday's experiments?

Weekly Retrospective Questions

These are intended to add or replace 15m to your existing retrospective agenda.

1. What is the proven vs disproven ratio of experiments on the team?
2. Consider why it's important to have a high disproven ratio:
   - Proving hypotheses doesn't change anyone's mind.
   - Disproving hypotheses creates space for new thought.
   - When a team has a pattern of "successfully proven" hypotheses, they are subconsciously rigging it to be safe, not accurate.
   - A team with a pattern of disproving hypotheses has high safety to learn.
3. What can you do to increase safety to disprove hypotheses?