

To address *Tensions*, people request information, share information, **request projects or actions**, and ask the Circle Lead to update the roles. The result of the meeting is new *Projects, Actions, Changes to Roles*, and new *Tensions*.

### **Requesting projects or actions**

Ask another role to work towards an outcome or take a specific action.

The person being asked needs to consider if the project/action fits their roles' purpose and accountabilities, and may accept or decline, but may not decline because of resources (time, money, energy, etc).

ex: "Would it make sense in your role as \_\_\_\_\_ to take a project to \_\_\_\_\_?"



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### **Ask the Circle Lead to update the roles**

This is how you create an ongoing expectation of another role.

This is also called a "Governance Change".

The Circle Lead may ask the role filler if the change makes sense, but does not need their permission to update the role. For example,

*"I'd like to add an accountability to the office manager role to order printer paper."*