

In a *Tactical Meeting*, *Circle Members* bring *Agenda Items* to address **Tensions** they feel while working in their *Roles* towards the circle's *Purpose*. *Checklist Items*, *Metrics*, and *Projects* are reviewed.

## Tensions

A Tension is any sense a person has that something could be changed or improved. Often tensions represent what a role needs to work toward an outcome. Tensions brought to a meeting must serve the Circle's purpose, otherwise the Facilitator can throw out the agenda item it represents. Each circle member is responsible for maintaining their own list of tensions. Tensions are fuel for change. Tensions are valuable.



In a *Tactical Meeting*, *Circle Members* bring *Agenda Items* to address *Tensions* they feel while working in their **Roles** towards the circle's *Purpose*. *Checklist Items*, *Metrics*, and *Projects* are reviewed.

## Roles

Roles represent the job functions in a circle. Each circle has 3 "core roles" (*Circle Lead*, *Facilitator*, *Secretary*) and any number of "dynamic roles." Roles are created and maintained by the Circle Lead. The Circle Lead "fills" (assigns) people into roles. Each person may fill more than one Role. A role can exist without being filled and can be filled by more than one person. Each Role can have a purpose and one or more accountabilities. Roles can also have projects, domains, and policies. Roles are often created or changed to solve a tension from another role.