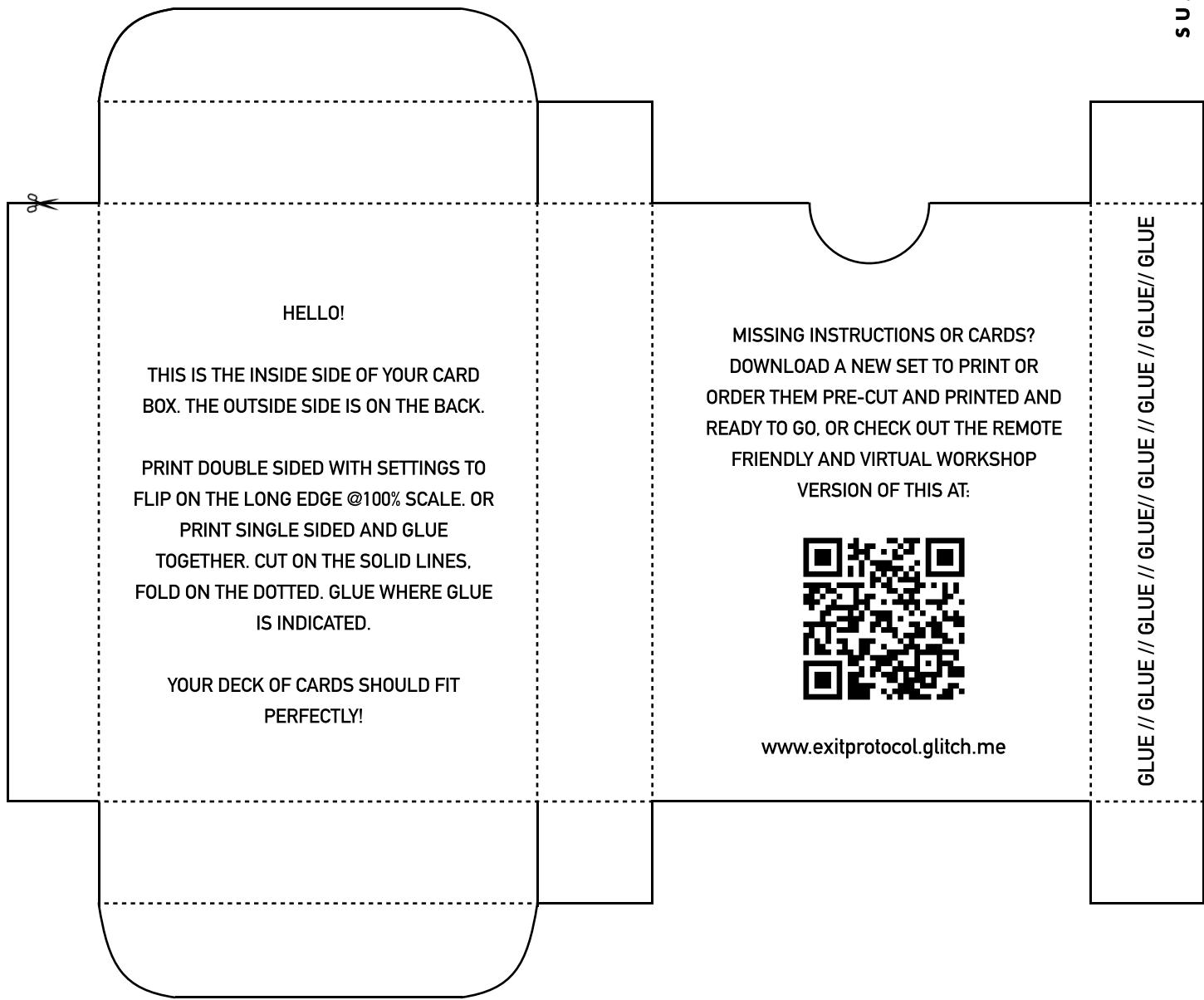


# EXIT TO PROTOCOL

Hello! If you've found yourself here after reading *Exit to Protocol: A Future After Retirement*, thanks for reading! If you haven't feel free to give this tool a go anyway. This is a ritual designed to facilitate a discussion whenever someone or a team might be approaching retirement, or as a standalone or addition to your usual project post-mortem or retrospective. They help you surface the hidden patterns of human behavior that make up the productivity protocols of your workplace, and weigh the effects against selective pressures.

There are two sides to this deck. The colorful cards are **PROTOCOL ATTRIBUTES**. They are categorized by **CONSTRAINT, RELATIONSHIP, SPACE, TIME, and METRIC**. Each one contains the first half of a prompt and you can pick whichever one happened on your project. The white cards are **PROTOCOL EFFECTS** and make up the second half of the prompt, ending with a question to discuss. Pick one from each category at random to start the session, or have a few card prompts pre-selected. It might look something like this:

Have someone take notes, and afterwards go through and review the protocol attributes that positively contributed towards desired protocol effects. Keep a record of these, and start to observe which ones are evolving and which seem to form a consistent pattern. Try adding your own **PROTOCOL EFFECTS** to the mix to customize what your protocols grow towards!



# EXIT TO PROTOCOL

Hello! It's you again! I'm so glad you're here! This is the **Final Retirement Exit to Protocol**. A Final Retirement Exit to Protocol is a process where we take a look at what has been built over time and reflect on what needs to be done next. This is the last step in our protocol post-mortem or reflection process. Thank you for your participation and for sharing your insights with us. We hope you found this experience valuable and insightful. If you have any questions or feedback, please feel free to reach out to us at [exit@protocol.glitch.me](mailto:exit@protocol.glitch.me).



This is the final card in our series of Exit to Protocols. This card is called the **Relationship Card**. It features a hand pointing at a computer cursor icon. The text on the card reads: 'What makes us better than we were yesterday? What translates to higher compensation, better coordination, more competency, and attracting or retaining the best talent?' and 'EXIT TO PROTOCOL'.

This is the final card in our series of Exit to Protocols. This card is called the **Relationship Card**. It features a hand pointing at a computer cursor icon. The text on the card reads: 'What makes us better than we were yesterday? What translates to higher compensation, better coordination, more competency, and attracting or retaining the best talent?' and 'EXIT TO PROTOCOL'.

*Exit to Protocol is a tool for a retirement ritual after a project, team, or role has completed. It surfaces the patterns making up the productivity protocols that made your work WORK.*

*Want your own set or looking for a digital version of this? Check it out at:*



[www.exitprotocol.glitch.me](http://www.exitprotocol.glitch.me)

PROTOCOL EFFECT SETS: COLLABORATIVE // PRODUCTIVE  
COMPETITIVE // EXPERIMENTAL // FULFILLED

CONSTRAINT // RELATIONSHIP // SPACE // TIME // METRIC

**EXIT TO  
PROTOCOL**

SUMMER OF PROTOCOLS 2023

SHUYA GONG

GLUE // GLUE // GLUE // GLUE // GLUE // GLUE // GLUE

**METRIC**



[EXIT TO PROTOCOL](#)

**METRIC**



[EXIT TO PROTOCOL](#)

**METRIC**



[EXIT TO PROTOCOL](#)

**METRIC**



[EXIT TO PROTOCOL](#)

**METRIC**



[EXIT TO PROTOCOL](#)

**SPACE**



[EXIT TO PROTOCOL](#)

**SPACE**



[EXIT TO PROTOCOL](#)



## CONSTRAINT



EXIT TO PROTOCOL

## CONSTRAINT



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EXIT TO PROTOCOL

## CONSTRAINT



EXIT TO PROTOCOL

## TIME



EXIT TO PROTOCOL

## TIME



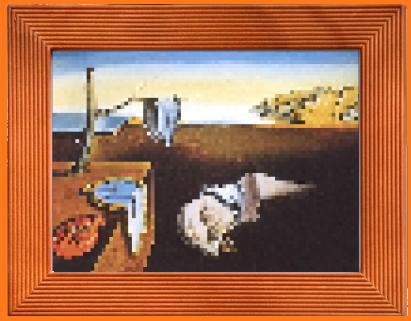
EXIT TO PROTOCOL

## TIME



EXIT TO PROTOCOL

## TIME



EXIT TO PROTOCOL

CONSTRAINT

HOW DID  
STARTING WITH...

*prepped research*

CONSTRAINT

HOW DID  
STARTING WITH...

*a scrappy budget*

CONSTRAINT

HOW DID  
STARTING WITH...

*a lean team*

EXIT TO PROTOCOL

EXIT TO PROTOCOL

CONSTRAINT

HOW DID SPENDING  
OUR TIME...

*mostly  
structured*

TIME

HOW DID  
STARTING WITH...

*emergency  
reactivity*

CONSTRAINT

HOW DID  
STARTING WITH...

*a never tried  
before project*

EXIT TO PROTOCOL

EXIT TO PROTOCOL

TIME

HOW DID SPENDING  
OUR TIME...

*asynchronously*

HOW DID SPENDING  
OUR TIME...

*recorded for  
posterity*

TIME

HOW DID SPENDING  
OUR TIME...

*in single  
workstreams*

EXIT TO PROTOCOL

EXIT TO PROTOCOL

TIME

HOW DID SPENDING  
OUR TIME...

*synchronously*

HOW DID SPENDING  
OUR TIME...

*ephemerally off  
the record*

TIME

HOW DID SPENDING  
OUR TIME...

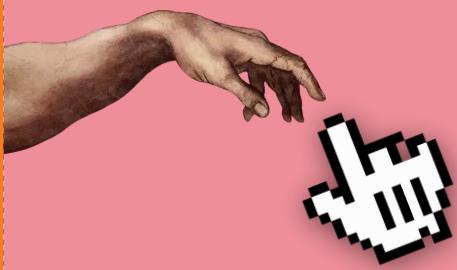
*in parallel  
workstreams*

## TIME



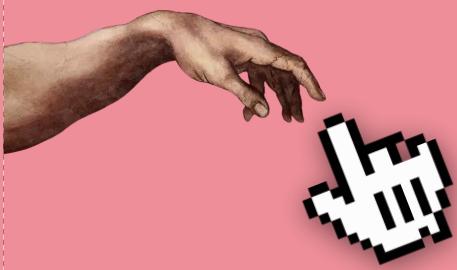
EXIT TO PROTOCOL

## RELATIONSHIP



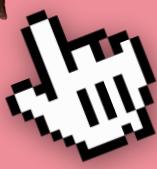
EXIT TO PROTOCOL

## RELATIONSHIP



EXIT TO PROTOCOL

## RELATIONSHIP



EXIT TO PROTOCOL

## RELATIONSHIP



EXIT TO PROTOCOL

## RELATIONSHIP



EXIT TO PROTOCOL

## SPACE



EXIT TO PROTOCOL

## SPACE



EXIT TO PROTOCOL

## SPACE



EXIT TO PROTOCOL



# PRODUCTIVE

LESS TIME, MORE RESULTS

*What results in outproducing expected units of product, finishing projects under the expected budget and timeline, or generally achieving more efficient outcome?*

EXIT TO PROTOCOL

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EXIT TO PROTOCOL

# COLLABORATIVE

MANY HANDS, LIGHT WORK

*What strengthens our ability to hold diverse perspectives, accomplish more interdisciplinary work, be effective partners to others, and create a culture of belonging and support?*

EXIT TO PROTOCOL

# COLLABORATIVE

MANY HANDS, LIGHT WORK

*What strengthens our ability to hold diverse perspectives, accomplish more interdisciplinary work, be effective partners to others, and create a culture of belonging and support?*

EXIT TO PROTOCOL

# PRODUCTIVE

LESS TIME, MORE RESULTS

*What results in outproducing expected units of product, finishing projects under the expected budget and timeline, or generally achieving more efficient outcome?*

EXIT TO PROTOCOL

PRODUCTIVE

*...save idle time  
spent on waiting  
for dependencies?*

EXIT TO PROTOCOL

PRODUCTIVE

PRODUCTIVE

PRODUCTIVE

*...highlight missing  
data to diagnose  
inefficiencies?*

*...reduce our rate  
of resource  
consumption?*

*...minimize  
micromanaging  
other's work?*

EXIT TO PROTOCOL

EXIT TO PROTOCOL

EXIT TO PROTOCOL

PRODUCTIVE

COLLABORATIVE

COLLABORATIVE

*...better  
communicate the  
value created?*

*...open up more  
transparent  
communications?*

*...set clearer  
expectations of  
what we each  
contribute to the  
work?*

EXIT TO PROTOCOL

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## COLLABORATIVE

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EXIT TO PROTOCOL

## FULFILLED

WORKING WITH PURPOSE

*What motivates and drives the premise, content, and outcomes of our work? What creates a sense of pride, and prompts growth, and maintain a healthy balance?*

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EXIT TO PROTOCOL

## COMPETITIVE

EDGE OF CRAFT

*What makes us better than we were yesterday? What translates to higher compensation, better coordination, more competency, and attracting or retaining the best talent?*

EXIT TO PROTOCOL

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## FULFILLED

WORKING WITH PURPOSE

*What motivates and drives the premise, content, and outcomes of our work? What creates a sense of pride, and prompts growth, and maintain a healthy balance?*

EXIT TO PROTOCOL

COLLABORATIVE

*...enable greater mutual accountability?*

EXIT TO PROTOCOL

COLLABORATIVE

*...combine different skill sets and perspectives cohesively?*

EXIT TO PROTOCOL

COLLABORATIVE

*...help resolve conflicts quicker?*

EXIT TO PROTOCOL

FULFILLED

*...allow for a satisfying work life balance?*

EXIT TO PROTOCOL

FULFILLED

*...increase how proud we are of the work we're doing?*

EXIT TO PROTOCOL

FULFILLED

*...foster a shared sense of purpose?*

EXIT TO PROTOCOL

FULFILLED

*...strengthen capabilities and craft excellence?*

EXIT TO PROTOCOL

FULFILLED

*...make space to recognize and celebrate each other's growth?*

EXIT TO PROTOCOL

COMPETITIVE

*...extend our agency in taking on future work?*

EXIT TO PROTOCOL



## COMPETITIVE

EDGE OF CRAFT

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EXIT TO PROTOCOL

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EXIT TO PROTOCOL

## EXPERIMENTAL

FAILURE IS DATA

*What reinforces a learning mindset for us and keeps us sharp to roll with technological advances or shifts in trends? How do we stay nimble and responsive to feedback?*

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FAILURE IS DATA

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EXIT TO PROTOCOL

COMPETITIVE

*...increase compensation to our workers?*

EXIT TO PROTOCOL

COMPETITIVE

*...earn recognition amongst our peers and potential partners?*

EXIT TO PROTOCOL

COMPETITIVE

*...push our belief in what's possible with our craft?*

EXIT TO PROTOCOL

COMPETITIVE

*...increase our ability to create more enjoyable working conditions?*

EXIT TO PROTOCOL

EXPERIMENTAL

*...give us the confidence to try new technology or tools?*

EXIT TO PROTOCOL

EXPERIMENTAL

*...grow our network or access to resources?*

EXIT TO PROTOCOL

EXPERIMENTAL

*...facilitate smoothly adapting and shifting plans as needed?*

EXIT TO PROTOCOL

EXPERIMENTAL

*...encourage setting up feedback loops?*

EXIT TO PROTOCOL

EXPERIMENTAL

*...expand our understanding of where we fit into macrotrends?*

EXIT TO PROTOCOL

X