

A simple and easy-to-facilitate retrospective that supports teams in identifying what is accelerating or slowing down progress towards their goal through the lens of Flow, Focus, and Feedback. This retrospective also includes an experiment-based movement-to-action section.

1. Define, align on, or confirm your Product or Team Goal with participants.
2. Identify, share, and understand what is accelerating the team and individuals towards the goal or slowing the team down and detracting from achieving that goal through the categories of Flow, Focus, and Feedback on the "What's Happening" canvas.
3. Prioritize one or more impediments, challenges, or changes to explore, adding them to the "Evolve and Improve with Experiments" canvas.
4. For each impediment, challenge, or change, attempt to answer the prompts to define an experiment or something to try in order to evolve or improve your system of work.
5. Implement your experiments, learn, and see if they made a positive difference towards your Product or Team Goal.

To learn more about how changes to Behaviours and Capabilities can support sustainable individual and organisational change, see the **ABC Change Model** available at: <https://github.com/tomhoyland/abc/>



Product or Team Goal	As we pursue our Goal, consider...		What's Accelerating us?	What's Slowing us down?
<p>What's our Product or Team Goal?</p> <p>It's useful to surface this and gain alignment before we get started! 🎯</p>	Flow	Uninterrupted, highly productive work when we are deeply engaged and at our most creative.	What's Increasing our Flow? 👍	What's Reducing our Flow? 🗨️
	Focus	Our ability to visualise and concentrate on key objectives without distractions.	What's Increasing our Focus? 👍	What's Reducing our Focus? 🗨️
	Feedback	Timely and constructive information and responses that guide and improve our work.	What's Improving our Feedback 👍	What's Limiting our Feedback 🗨️

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