3-F Retrospective

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.

Getting Started

- Define, align on, or confirm your Product or Team Goal with participants.
- 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.
- Prioritize one or more impediments, challenges, or changes to explore, adding them to the "Evolve and Improve with Experiments" canvas.
- 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.
- Implement your experiments, learn, and see if they made a positive difference towards your Product or Team Goal.

3-F Prompts inspired by: Abi Noda, Margaret-Anne Storey, Nicole Forsgren, and Michaela Greiler. 2023. DevEx: What Actually Drives Productivity: The developer-centric approach to measuring and improving productivity. See https://dl.acm.org/doi/10.1145/3595878

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://dithub.com/flomphyand/abc/

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What's Happening?

Product or Team Goal

What's our Product or Team Goal?

It's useful to surface this and gain alignment before we get started!

	pursue our Goal, consider	What's Accelerating us?	What's Slowing us down?		
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 👎		

How can we Evolve and Improve with Experiments?

Prioritised Impediments, Challenges or Changes	What Impediment, Challenge or Change will we focus on?	How do we know it's impacting us? What do we see, hear or notice? Before, during or after?	Where do we think it's coming from?	What Experiment or Change will we try to create a better outcome?	How will we try this out? Should we apply it widely and consistently or do something more targeted?	What Signals would we receive if our Experiment or Change were Successful?	What Signals would we receive if our Experiment or Change were Unsuccessful?	How Long will we try it for?	What Resources or Support do we need to get started?	When will we Start?
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