

Group Exercise



Individual Thinking

For the first 5 minutes, I want you to think about six characteristics of a successful engineering team. For example, “I believe a successful team is efficient and transparent.”

Round Robin

Use the next 5 minutes to share with your group the six characteristics you thought about during your individual thinking. Here, you’ll be doing an alphabetical round robin.

Make sure everybody is given the chance to speak uninterrupted. Take some notes as you’ll be using them in the following section of the exercise!

Pick Your Topic

Now, spend another 5 minutes, narrowing it down to three characteristics you’d like to discuss as a group. There will likely be overlapping ideas so you can align on the shared characteristics.

Group Discussion

For the next 30 minutes, for each characteristic, discuss as a group:

- How can you make sure that you set that expectation with your team?
- What does success look like? How do you know they are meeting this expectation?
- What things can you do to monitor your team’s progress?
- How can you support them when they are not meeting the expectations that you set?