

The Big Bag of Behaviours



What are the behaviours we need to take out of our bag?

What new behaviours do we need to put in our bag?

What behaviours can we keep in our bag?

Instructions

PURPOSE:

Help the team to plan better ways of behaving following change.

DELIVER:

Virtual, hybrid or face-to-face.

TIME NEEDED:

30 mins.

STEP-BY-STEP:

1. Show team members the Bag of Behaviours. This bag includes all the behaviours that have brought the team success in the past.
2. Ask people to shout out what's in the bag (e.g., giving feedback, engaging X stakeholder). Write these behaviours down.
3. Explain some ways in which the team's context has changed (e.g., new goals, changes in stakeholders, etc). Describe how these changes require the team to demonstrate new behaviours to be successful in this new context.
4. Ask people what would happen if you tried putting new behaviours into this very full bag. Obviously, they wouldn't fit!
5. Summarise how there may be behaviours in the bag that once served the team, but now get in our way. Give an example.
6. Ask the team the questions below and take notes:
 - **“What are the behaviours we need to take out of our bag?”**
The behaviours that the team should stop doing as they have become less important.
 - **“What new behaviours do we need to put in our bag?”**
The behaviours that have become increasingly important for success following the changes in context.
 - **“What behaviours can we keep in our bag?”**
The behaviours that continue to be important.
7. With the team, decide on the most important actions after the meeting. Check in on these actions or behaviours in three weeks' time.