

LIVE LEARNING · TEAM PRACTICE

TEAM IQ Workshop

Attendee notes

One useful team habit, tested in live work, not another abstract framework.

Workshop format

60 minutes; one pillar, one working tool and one small experiment each month.

Today's intent

Spot friction and choose one practice to make live work more visible and easier to improve.

Running order

TIME	WHAT WE WILL DO	CAPTURE
00–05 05–12	Welcome, check-in and pillar context	Your challenge and friction
12–30	Walk through today's TEAM IQ tool	What counts as evidence
30–45	Run the exercise together	A first draft for your team
45–55 55–60	Share, refine, commit and close	Test, owner and review date

The six-pillar overview

PILLAR AND KEY QUESTION	PILLAR AND KEY QUESTION
TARGET , What valuable outcome are we creating?	EXPRESSION , Can we challenge safely and understand?
ACCOUNTABILITY , Who owns outcome and handoff?	MINDSET , How will we learn early?
INSIGHT , How do decisions reach the right place?	QUALITY , How will we prove value and prevent rework?

The exercise we will run together

Take one live claim, concern or decision. Identify what is known, assumed and the smallest useful test.

WORK IT THROUGH · ONE MEASUREMENT CYCLE

From conversation to evidence

Worked example: EXPRESSION measurement cycle

CYCLE STEP EXAMPLE IN LIVE WORK

1. Notice	A delivery team repeatedly says, "the customer will prefer the new approval journey," with no shared evidence source.
2. Baseline	Sample five material claims in planning and review meetings. Only one contains evidence, a stated assumption and a defined test.
3. Practise	Adopt the CES: label each claim as evidence, assumption, hypothesis or test plan; record it where the team can find it.
4. Re-measure	After two weeks, sample five claims again. Review the percentage meeting all CES conditions and one decision changed by the new evidence.
5. Adapt	Keep the practice that improved clarity; simplify the route if it created delay or excluded useful voices.

Four questions to take back to the team

1. What outcome are we trying to change, and what is our current baseline?
2. Which part of our current story is evidence, and which part is an assumption?
3. What is the smallest safe test that could reduce the most important uncertainty?
4. Where will we record the decision, owner, evidence and date we will review it?

My two actions

ACTION	FIRST STEP / OWNER	REVIEW DATE

Continue the practice: [/scorecard/](#) · [/book/](#) · [/diagnostic-session/](#)