

Experiment Name:

Experiment Number:

Plan

What's my intent?

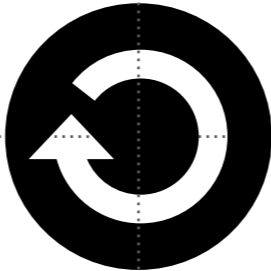
Purpose Assumptions Hypothesis Data

Do

What will I do?

What When Who

Before



Learn

What did I learn?

Insights Assumptions Next

Review

What happened?

Evidence Impact Confirmations Surprises

After

Before

Plan

What's my intent?

Purpose Assumptions Hypothesis Data

Purpose: Why you are running the experiment.

Assumptions: The assumptions that you want to test.

Hypothesis: Your experiment stated as "If I try X, I expect the outcome to be Y".

Data: What data you want to collect, how you'll collect it, how often etc.

Do

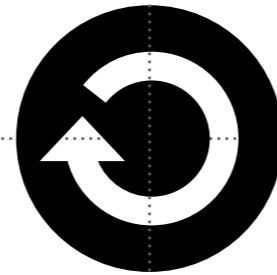
What will I do?

What When Who

What: What you will actually do.

When: When you'll do it.

Who: Who needs to know and what you'll tell them.



After

Learn

What did I learn?

Insights Assumptions Next

Insights: What you've learned.

Assumptions: What you might be assuming.

Next: What you will do next. Perhaps a repeat experiment. Or a new one.

Review

What happened?

Evidence Impact Confirmations Surprises

Evidence: What the objective data says.

Impact: The impact you observed your experiment had.

Confirmations: What about your hypothesis was confirmed.

Surprises: What happened that you didn't expect.

Before

Plan

What's my intent?

Purpose Assumptions Hypothesis Data

Purpose: to improve productivity and engagement

Assumptions: Test the assumption that we need 60 minutes for a team meeting

Hypothesis: With some discipline, I think we can make our meetings just as productive in 30 minutes

Data: I want to find out how productive our meetings are now on a scale of 1-10, and how it changes when we run 30 min meetings.

Do

What will I do?

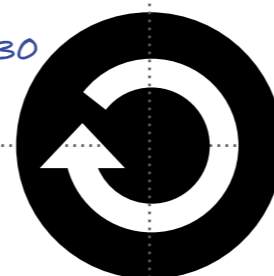
What When Who

Explain the purpose of the experiment to the team.

Collect baseline data at tomorrow's meeting - ask people how productive they think our meetings are

Schedule next 3 meetings to be 30 mins each. Also ensure we have a clear agenda beforehand.

Survey team members after each meeting (scale 1-10)



Learn

What did I learn?

Insights Assumptions Next

Insights: Shorter meetings appear more productive.

Assumptions: I might be assuming that it's just the shorter time that makes it more productive. I wonder if having a clear agenda and ensuring we don't stack it full of too many items also helps?

Next: Try allowing only two agenda items per 30 minute meeting.

Review

What happened?

Evidence Impact Confirmations Surprises

Evidence: Baseline average: 4/10 After three meetings: 8/10

Impact: Team seems much happier. Feels like we're getting the right work done.

Confirmations: 30 min meetings seem to improve productivity.

Surprises: The team love it. And now they're keen on carving out different time together to work on more strategic initiatives

After

Before

Plan

What's my intent?

Purpose Assumptions Hypothesis Data

Purpose: to decide what sort of role and organisation I want to work for next

What would I learn if I interviewed 5 people I admire about how they made their career choices?

I want to learn what process successful people use to make career decisions.

Do

What will I do?

What When Who

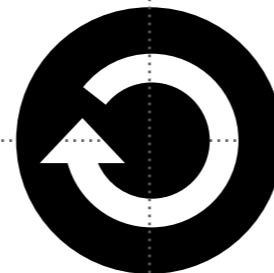
By the end of this month:

Create a criteria list

Identify 8 people that I would like to interview, based on the criteria

Write the interview questions and set up the interviews

Do the interviews



Learn

What did I learn?

Insights Assumptions Next

Insights: I need to activate and build my network now

Assumptions: Am I assuming how others see me is how I see myself?

Next: Run an experiment on how I'm perceived. Do the Five Questions activity. This can also help me activate my network.

After

Review

What happened?

Evidence Impact Confirmations Surprises

Evidence: after 6 interviews, it seems everyone comes at it from different angles. But there seem to be a few common elements: having a sense of higher purpose, leveraging a diverse network, playing to strengths, and running experiments before committing to a course.

Impact: I'm feeling optimistic that I'm equipped to make a positive change.

Confirmations: the importance of a diverse network

Surprises: no-one had mapped out a career path in advance.