



Strengthening Success Team Purpose

Cleaning the Lens Protocol

This protocol re-establishes individual commitments by reconnecting team members with the work on a personal level.

Cleaning the Lens Protocol

This protocol provides participants with the opportunity to (1) reconnect on a personal level with the foundational beliefs that drew them into the work that is currently presenting a challenge, and (2) prioritize time and energy toward activities that are vital and important to fulfilling the purpose of the work.

Time

30 minutes

Roles

Facilitator and scribe

Materials

Chart paper, markers, “Cleaning the Lens Protocol Worksheet” for participants

Revisit Your Personal Foundation (3 minutes)

1. In a sentence or two, articulate the purpose for your work.
2. Why is this work significant to you? What has kept you resilient in the work up to this point?

Assessing Responsibilities (5 minutes)

3. List the current work responsibilities vying for your time and energy.
4. What responsibilities do you view as vital to fulfilling the purpose of your work?
These responsibilities address the essence of the work. Without them, the entire work crumbles.
5. What responsibilities are important to fulfilling the purpose of your work?
These responsibilities enhance the product of your work.

Assessing Time Commitment (3 minutes)

6. To fulfill each vital responsibility you noted, how much time per week is required for you to do each one well?
7. To fulfill each important responsibility you noted, how much additional time per week is required for you to do each one well?

Cleaning the Lens Protocol (cont.)

Refocusing Efforts (5 minutes)

8. What are you currently doing that is misaligned with the purpose of your work?
9. What is at stake, to gain or lose, by continuing to perform these duties in conjunction with the work that you have identified as vital and/or important?
10. How have you contributed to this misalignment?

Moving From Thoughts To Action (3 minutes)

11. What are your next steps to bring your efforts in closer alignment to the purpose of your work? By when?
12. Who can you enlist to hold you accountable for taking your next steps?

Enlisting Help For Follow Through (10 minutes)

13. In dyads, share your responses and enlist your partner to hold you accountable for having the next steps completed by your target date.
14. If time allows, share your next steps with the group. The scribe takes notes so participants can check in on their progress at the next meeting.