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TeamCity Change Leadership

Navigating the Inquiry, Experimentation, and Discovery Quadrant

Instructions: Use this worksheet as a guide to identify leadership strategies for navigating the uncertainties and the hidden opportunities of the third quadrant: *Inquiry, Experimentation, and Discovery*.

Think about a change you and your team are dealing with today or will be dealing with soon (perhaps the same change you focused on in past TeamCity Change Leadership sessions) or think about how your team is responding to an evolving post-COVID “new normal” as the City continues its re-opening.

1. **For this change/these changes, what percent of your team members are in the *Inquiry, Experimentation, and Discovery quadrant?***
2. **How is *Inquiry, Experimentation, and Discovery* visible in the words, decisions, and behaviors of your team members as they face this change/these changes?**

How are people expressing their anxieties and uncertainties but also their hopes and aspirations in this phase of their journey through change? What are they saying or doing that indicates that they are pushing through the uncertainties, staying hopeful, and are willing to try new approaches to discover the way forward?

1. **What are some of the obstacles, setbacks, and disappointments that individuals or the entire team are likely to experience in this quadrant as they “build the road as they travel it?”**
2. **What actions might you as a leader take to anticipate and mitigate the emotional downsides of these potential challenges to individuals’ or the team’s success?**

How might you help your team members to stay hopeful in the face of frustrations and setbacks as they look for solutions that address the forces driving change in ways that also reflect their aspirations?