

1. FIRST SUBJECT

One of us first talks about the orange card he or she has chosen.

Then we can all contribute questions and experience.

Turn over this green card when the phone alarm rings.



NEXT SUBJECT

Another person talks about the orange card he or she has chosen, and then we all talk about it.

We repeat this every time the alarm rings.

Remove this green card when we have talked about all of our orange cards.



2. WELL-BEING

Lay your orange cards in the middle of the table.

Select the three orange cards that can increase our well-being the most.

Turn over this green card when the phone alarm rings.



BOTTOM LINE

We now have the three cards which matter most for our well-being.

Now, we must select the one of the three orange cards that can increase the bottom line the most.

Remove this green card when the phone alarm rings.



3. IDEAS

We now have one single orange card of great importance to both well-being and the bottom line.

Make suggestions for how we ourselves can improve the card.

Turn over this green card when the phone alarm rings.



ACTION

We need to agree on one action that we can all perform which will contribute to improving our orange card.

Remove this green card when the phone alarm rings.



4. FOLLOW-UP

We need to agree on how to follow up on achieving what we have just agreed.

Turn over this green card when the phone alarm rings.



EVALUATION

Finally, we need to discuss what has been valuable about this dialogue and what has given particular food for thought.

End the dialogue when the alarm rings.



FREEDOM

Play

Self-determination

Closeness

Independence

Spontaneity

Freedom to choose



Make sure that everyone
has an influence on the
dialogue

Ask, for example:

What will you give weight to?

What do you think is important?



STRUCTURE

Method

Meetings

Policies

Procedures

Standards

Systems



Make notes of your
discussion



GOALS

KPIs

Measurement

Objectivity

Registration

Clarity

Success criteria



Ask whether you can measure what you discuss

Ask, for example:

Can we measure it?

*How do we know that
we're getting better?*



FUN

Joy

Laughter

Humour

Enjoyment

Social Variation intercourse



Get everyone to have
fun and laugh



WORKLOAD

Relief

Balance

Rhythm

Appropriate
load

Health

Tempo



Make sure that everyone
makes an equal contribution
to the dialogue



COMPETENCE

Professionalism Insight

Learning Teaching

Robustness Knowledge



Ask about what you need to learn

Ask, for example:

*What do we need knowledge
about?*

What should we be better at?



RESPONSIBILITY

Delegation

Influence

Authority

Reliability

Respect

Role



Ask open questions

Ask, for example:

What do you think?

What do you think the reason is?



DEDICATION

Recognition

Fellowship

Involvement

Motivation

Back-up

Positiveness



Ask others for specific
examples



CUSTOMERS

Sectors

Stakeholders

Contact

Customer
understanding

Target group

Partners



Say what a customer
would say



QUALITY

Lack of
errors

User
satisfaction

Delivery

User
friendliness

Precision

Perfectionism



Ask others what you need to succeed with

Ask, for example:

*Where are we not being
successful?*

Where does it go wrong for us?



PEACE OF MIND

Diversity

Predictability

Job security

Constructive
conflict

Safety

Dignity



Create a safe environment

E.g.:

Give room for disagreement

*Support anyone who feels
insecure*



CONFIDENCE

Feedback Self-confidence

Support Vulnerability

Honesty Openness



Say what you hear
the others say



MEANING

Contribution Dreams

Purpose Foundation

Values Reason



Ask others what they hope to achieve

Ask, for example:

What do you hope for here?

What do you dream of?



OVERVIEW

Focus

Opting-out

Shared course

Clarity

Plans

Priorities



Ask about both well-being and bottom line

Ask, for example:

How does this affect well-being?

What is its significance to the bottom line?



FAIRNESS

Reward

Trans-
parency

Equal worth

Justice

Reasonableness Impartiality



Make sure that everyone
has the same amount of
time to speak



SERVICE

Flexibility

Approach-
ability

Curiosity

Accessibility

Adjustment

Exception



Make sure that everyone
feels that they are heard



LEADERSHIP

Role model

Control

Follow-up

Direction

Strategy

Management



Say what the company's
top executive would say



TRENDS

Digitisation

Globalisation

Disruption

Outsourcing

Regulation

Automation



Summarise the trends in your discussion

Ask, for example:

*What are recurring elements
of our talk?*

*Which themes do we often
return to?*



COORDINATION

Transfer

Processes

Relations

Cohesion

Interfaces

Value chain



Describe the recurring theme between the orange cards



COURAGE

Ambition

Constructive
criticism

Risk
willingness

Sense of
reality

Self-criticism

Persistence



Say what the others
do not say

