TEN-MINUTE TEAM DISCUSSION

Every Role Counts

Use it when: Roles feel unclear or some feel less valued.

The situation: Some roles get all the attention and others feel invisible. People aren't sure what doing their role well looks like, or how to grow.

LEADER OPENS WITH

Work: "Let's get clear on what each role adds and what doing it well looks like."

Team or club: "Every role on this team matters. Let's say out loud what each one adds."

Run it

1. **2 min** List the roles on the team, including the less visible ones.
2. **5 min** For each, say what it adds to the team and what doing it well looks like.
3. **3 min** Ask each person to name one role they'd like to grow into, and share it with the leader privately.

We agreed

Check-in owner: _____ **Date:** _____