TEN-MINUTE TEAM DISCUSSION

Owning It

Use it when: You want mistakes raised early instead of hidden.

The situation: Mistakes get noticed late because people would rather fix them quietly than say so. Small problems grow before anyone hears about them.

LEADER OPENS WITH

Work: "I'll start: here's a mistake I made recently and what I changed. I'd like us to flag our own mistakes early."

Team or club: "Everyone gets things wrong. Let's practice owning it fast so we can fix it fast."

Run it

1. **2 min** The leader shares a recent mistake of their own and what changed afterward.
2. **5 min** In pairs, practice owning a made-up mistake in under thirty seconds: what happened, who it affected, what happens now.
3. **3 min** Agree on one phrase anyone can use to flag their own mistake early.

We agreed

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