## Find the Mismatch - Mission-Practice Misalignment

Rich places to redesign story & system

## **Group Discussion in 3 Parts**

1. **Solo Notes:** What are some spots in the practices and systems of your team or org that show a mismatch between chosen/desired story (mission, values, brand identity, etc.) and actual practices and behaviors? Note them here (try a quick note style with the story first and the action/behavior you've noticed second, e.g. we value inspiration vs our meetings are so boring

- 2. Pair Share: With 2 minutes on the timer, share with your partner the mismatches you noticed that impact you or mean the most to you. Listening partner does not comment, just listens. Switch, repeat. Then, with another 2 minutes on the timer, each speaker reflects on what has been shared and what it makes them think about, while the other partner simply listens.
- **3. Group Shareback:** What did we notice? Facilitator / notetaker get at least one reflection from each group up on a whiteboard or big piece of paper. Be prepared to facilitate follow-up discussion tightly so that there is space to breathe and anyone who wants to be heard gets the chance.