

# USING PLC QUESTIONS

## TO ANALYZE AND TRANSFORM TEAMS

Where are we going?

Consider the vision of the organization or team. In what ways do you ultimately want to function as a team? How do you view the ideal team working together? What goals does the team want to accomplish as a result of their work together?

Where are we now?

In reference to where you are going, what is your team's current status? How does the team currently function together? What are the strengths of the team? What are areas of growth? How does each team member currently contribute? What are the current results of these contributions?

How do we move our team and organization forward?

Compare where you are going with where your team is now. In what ways should the team celebrate and remain consistent? What adjustments may need to be made? How will these adjustments impact the team or organization? How will these adjustments affect individual members of the team or organization?

What did we find most useful today?

Reflecting on the aforementioned questions discussed, what did the team learn, gain, or better understand? What was most useful for each team member and the team as a whole? What are the first next steps?

Who benefitted/ who did not benefit?



At follow-up meetings, discuss how the agreed upon next steps impacted the team. Who benefitted from these next steps and who did not? Why? How?

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