

Plus (+)/Delta (Δ) Exercise

Overview: The plus/delta exercise is a quick and straightforward exercise to help the team consider and discuss what is going well with regard to the team’s process, and what needs adjusted.

Benefit: This exercise enables team members to identify aspects of team process (particularly during discourse sessions) that are working well and should be continued, and aspects that need to be adjusted to promote improved team functioning.

Supplies: Sticky notes, markers, whiteboard, or wall space

Instructions:

1. **Setup:** Following a discourse session, briefly provide an overview of the exercise’s purpose..
2. Ask the team to take a few minutes to reflect on the preceding discourse session, and to consider what worked well with the team’s process and what they would like to change.
3. Have each team member individually record on sticky notes the pluses (+) of the team’s process (e.g., “What is working well with respect to how we are conducting our discourse sessions? What do we want to continue? What do we want to build on?”). **Note:** *One item per sticky.*
4. Then have each team member record on sticky notes any “deltas (Δ)” or things they would like to change about the team’s discourse process.
5. Once the team members have exhausted their ideas or the predetermined time period has expired, place the sticky notes on a wall space or whiteboard keeping the pluses (+s) on the left side and the deltas (Δs) on the right side. **Tip:** Consider using two colors of post-its and designate “green” for pluses and “blue” for deltas.
6. Once all the notes are on the wall space, ask the team to quietly read and reflect on the comments. Work as a team to cluster similar items together.
7. Facilitate a team discussion to determine ways to address the deltas. Document those ideas so the team can refer to them in the next discourse session.

Example:

PLUSES	DELTAS
Breaking into smaller groups to discuss specific topics – then bringing those to the larger group – was productive.	We haven’t had enough time to review the relevant research.
Team members were candid in their critiques.	The energy in the team started getting really low in the third hour of discourse.*

***Potential Countermeasure:** To ensure we maintain energy and focus, we will cap discourse sessions to two hours.