When the playing field suddenly changes, resilient teams (and families!) pause to huddle up and co-create an adaptive new game plan.

This simple process helps you seize the opportunity to intentionally pause and adapt before rapid changes become overwhelming.

This guide prompts you and your group to assess new conditions, identify needs and opportunities, and together choose to invest your energy in what matters most.

**THE HUDDLE**

1. Individually assess, reflect, and clarify.
2. Gather together to share and discuss.
3. Design and select key agreements.
1. SOLO REFLECTION: ASSESS AND CLARIFY

In uncertain times, it’s good practice to revisit your purpose or mission to see if anything has changed. Reflect on the following questions to assess the changing conditions and clarify what's most important:

→ What are the best possible outcomes of this new situation?

→ What unique opportunities exist in this current moment that didn't exist before?
  
  ex.  - Our business can pivot and invest in building our online offerings
  - Our team can become really skillful at managing healthy work-life balance
  - Our children can be immersed in all kinds of new creative endeavors
  - Our family can practice a new skill together (a sport, gardening, singing, cooking, etc.)
  - I can cultivate a grounding and supportive self-care practice

→ Is there anything I need to let go of right now?
  
  ex.  goals, outcomes, adherence to past rules, commitments, expectations

→ Within these new conditions, what do I personally need in order to bring new opportunities and best possible outcomes into reality?
  
  ex.  - I need clearly-defined boundaries and transitions between work and family time.
  - I need to not be expected to answer emails on weekends.
  - I need solo time for exercise and movement every morning.

2. HUDDLE: SHARE AND DISCUSS

Get together to share your solo reflections with one another and discuss:

→ What could thriving look like for us within this new situation?
3. GAME PLAN: CREATE AGREEMENTS

Setting expectations and boundaries in the form of agreements minimizes confusion and distraction, allowing us to invest our energy in what’s most important. Good agreements are:

Simple · Clear · Actionable · Observable · Co-created · Enforceable · Enforced

As a group, explore the following question and make a list of possible agreements:

➔ What agreements can we make to support these new opportunities or possibilities?

ex. - Our family will maintain screen time rules, but add a new category specifically for virtual socializing (video calling or texting with family/friends).
- You and I will block off 12pm to 12:45pm every weekday to have lunch together without any phones or screens.
- When our team is on a virtual call together, we're fully present: we're not multi-tasking, our video is on, and we silence/turn off our notifications.
- We don't schedule or attend meetings without a clear purpose, or an agenda designed to achieve that purpose.

Once you have a full list, work together to choose 2 or 3 of the highest-impact agreements you’re ready to commit to together.

By following and referring to these agreements often, you can easily navigate certain kinds of conflict and get back on track. View this process as an ongoing experiment, and commit to revisiting these agreements after a specific amount of time (a day, a week, a month, etc.). Your agreements will likely need to adapt to changing needs or circumstances over time.

Once you’ve chosen your key agreements and decided when you’ll revisit them, take a moment to celebrate together.

Congratulations, you now have a new game plan!