Supplementary resource for the book *The Agile Mind-Set.* More at www.TheAgileMindsetBook.info

Ideas for Retrospective Topics

Having a regular pause for reflection – such as the iteration or release retrospective – is a great catalyst for teamwork and productivity. Most times, participants collaboratively choose the topics to discuss, such as when they use the popular format "What Worked Well? / What Could Be Improved?" At other times, however, you might want to focus the team's attention on a certain sensitive aspect of their work that feels a bit "off," or that seems to have good potential for improvement, learning, or team-building. Review the following list of open questions and **pick one question to start a conversation.** Then, use participative techniques to explore angles, opinions, and possibilities. Conclude the conversation with a couple of concrete actions.

- Where do we have mastery, autonomy, and purpose – and where do we not?
- In the last X weeks, what did we overcomplicate?
- Of our recent work, what was perfect, what was good enough, and what was "good riddance"?
- In the last X weeks, what surprised us?
- In the last X weeks, which impediment(s) kept coming up?
- What have we done recently without really understanding why?
- What are we not doing enough of?
- What do we keep saying we should do, but never get around to doing?
- What are we doing now, that we're likely to regret a year from now?
- How are we validating that our work matters?
- How are we applying Agile principles beyond a single team?
- How are we keeping the cost of change low?
- Where do we have slack in our process, and how do we use it?
- Which decisions do we make at the last responsible moment, which ones do we make earlier than that, and which ones do we make later?
- How are we evolving our product, as opposed to executing on predetermined requirements?
- What value do we get from our estimates, compared to the effort we spend on estimation?
- How can we better support each other in finishing work as a team?
- Where do we operate with the Agile mind-set, and where do we operate with a more traditional one?

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