RESILIENCE · LEARN AND IMPROVE

Story vs Reality Review

Sort the story you tell above the line, the real drivers below it — then read the below-the-line cards flat, and carry one forward.

Facilitator _____

Team / date _____

THE FINISHED WORK WE'RE REVIEWING _____ *a completed project with a settled story*

ABOVE THE LINE — THE AGREED STORY

what we already say out loud — fast, no debate

THE WATERLINE

BELOW THE LINE — THE REAL DRIVERS (true, but unsaid)

written privately, one driver per card, no names — group repeated drivers together, then read each aloud, flat

Private write first. Everyone writes their real drivers before anything is read — the honesty only reaches the board if the write is private. Name drivers, not people.

CARRY ONE FORWARD

the one below-the-line driver that, if faced, would have changed the outcome most — turned into an action, not a confession

THE HONEST DRIVER — AND WHAT WE'LL DO DIFFERENTLY NEXT TIME	OWNER

The story a team agrees on is comfortable. It's rarely complete.

Private, anonymous write · read the below-the-line cards flat · name drivers, not people · end with one honest change and an owner

© Witmer