



Positive Work Ways Tool

A practical mindset activity for individuals, teams, and leaders

What Does Good Look Like?

Why This Works



This tool helps shift attention away from what's wrong and toward what's possible. When the brain can picture "good," it calms down, engages creatively, and begins moving toward it.

Use this tool with individuals or teams in moments of tension, misalignment or transition to unlock clarity, hope and direction.



The Core Question

What does 'good' look like — for you, for your team, or for this situation?

Let people define "good" in their own words.

Facilitation Tips

- Hold the silence.
- Allow people to think.
- Don't reword or reframe their answer.

Prompts to Deepen the Conversation



- If things were going a bit better — what would you notice?
- What would others be doing differently?
- What would you be doing more or less of?
- How would it feel to work in that version of "good"?

Facilitation Tips

Using prompts that build detail and encourage exploration of what good looks like adds more power to the exercise!

When This Works



- 1:1 coaching or development conversations
- Project kickoffs or retrospectives
- Rebuilding expectations after change or conflict
- Strategic reflection or realignment work



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Real-World Examples



- “What would good look like for your next meeting with your manager?”
- “What would good look like if this project went to plan?”
- “What would good feel like during our weekly check-ins?”
- “What would good look like between your team and theirs?”

Want to take it further?



Pair this with a scaling question to help define where you are now — and what one small step forward might look like.

