

“What did you notice?”

**End your best meetings
with this short, powerful
question. Here’s why**



Three reasons to ask *“What did you notice?”*

It gives participants time to **share gratitude or identify conflict.**

It helps uncover **how things feel**
at the end of the work.

It's a place to elicit **actions,**
commitments, & possibilities.



How to start it

- **Ask** the group: *“What did you notice?”*
- **Invite** people to share their answer or to pass. Indicate that you’ll go first. Point out who’s next.
- **Share** your answer—something like, *“I noticed how everyone contributed in their own way & appreciated learning from each of you.”*



How to finish it

- **Go around the room. Listen.** Offer your kindest attention & warmest eye contact. If someone needs prompting, ask: *“What did you notice?”*
- When everyone has had a chance to speak, **you’re done.**
- **Close** by saying *“thank you.”*



I love this method

because it works—it’s engaging & surprising. It really feels like magic.

Nerd corner

Go to my web site (link in my profile) for more detailed instructions.

Similar methods in the same spirit:

- “ORID” from ICA.
- “What/So What/Now What”
Liberating Structure.

