Liberating Structures
And when to use them

Explore Options

USE TO: Open a meeting and generate ideas

TRIZ
When you are tired of hearing "that's the way we've always done it" and you need to shake things up.

CELEBRITY INTERVIEW
To personalize and deepen the experience of an expert.

WICKED QUESTIONS
When you believe that one project may be advancing at the expense of another.

9-WHYS
At the beginning of any session to confirm and ground everyone in the shared purpose.

APPRECIATIVE INTERVIEWS
When you need to bring the customer's perspective to life.

USER EXPERIENCE FISHBOWL
When a pilot group wants to share progress and inspire others to adopt their approach.

IMPROMPTU NETWORKING
When you need to spark deeper connections among attendees.

SIMPLE ETHNOGRAPHY
When you want to understand how some of your colleagues are getting above average results.

1-2-4-ALL
When the conversation is stuck or repetitive.

Explore Strategy

USE TO: Discuss and collaborate on strategy with a group

ECOCYCLE
When you need to get a higher-altitude perspective of your entire portfolio of projects to understand where to focus.
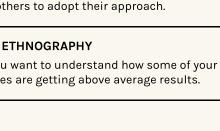
INTEGRATED AUTONOMY
For understanding the difference between effective and ineffective meetings.

CRITICAL UNCERTAINTIES
When you are launching a new project and want to explore potential strategies.

PANARCHY
When you want to allow individuals at different levels to collaborate.

AGREEMENT AND CERTAINTY MATRIX
When you need to break away from analysis paralysis and switch into action mode.

SOCIAL NETWORK WEBBING
When you are pushing a change in your organization and you need to understand the flow of information and influence through your organization.

Explore Relationships

USE TO: Examine relationships between people, organizations, information, and ideas

WHAT I NEED FROM YOU
When teams or functional groups are detached and not aligned.

GENERATIVE RELATIONSHIPS STAR
When the team is curious to uncover ways to improve.

10X10 WRITING
When the team is unsure how to move from ideas to concepts.

TROIKA
When you believe the team could benefit from sharing and helping each other to build trust and appreciation.

HEARD, SEEN, RESPECTED
For regular meetings to improve the quality of listening and fostering deeper connections amongst the team

DRAWING TOGETHER
When there is strong disagreement and lack of alignment on the team.

SHIFT & SHARE
When you want to support a community of practice and promote peer learning

HELPING HEURISTICS
When you want to improve interdisciplinary coordination

CONVERSATION CAFE
When there has been a major change and the team needs to reflect

Explore Solutions

USE TO: Close a meeting, clarify meaning and make decisions

PURPOSE TO PRACTICE
When you need to prepare a robust plan for an event or initiative.

WHAT, SO WHAT, NOW WHAT
When the team needs to have a retrospective

MIN SPECS
When you are giving or receiving an assignment and need to make it clear what is essential for success

DISCOVERY AND ACTION DIALOG
When you need to inspire those on in the trenches to solve their challenges

IMPROV PROTOTYPING
When you need to invent and practice new behaviors that break existing habits.

DESIGN STORYBOARDS
When you need to plan a workshop

15% SOLUTIONS
When you are faced with a challenge that requires many people to change.

25:10
When you are wrapping up an important meeting with more than 15 attendees

WISE CROWDS
When you want a healthy alternative to progress reports and performance reviews