

<b>Making Bad</b>			<b>Making Good</b>		
Withholding contributions	Not being present	Not engaging with requests to put thoughts in chat	Active participation in SFP work with partner	Applied myself 100% in SFP exercise on self and partner	Followed rules (mostly)
Distract others with private chat	Zoning out	Tuning in late	Shutdown distractions	Actively participated in discussions with my partner, was vulnerable in choosing the right cases/examples	Closed chat window when not asked by LaL to interact
Judging others comments	Disagree silently with the content but don't bring up	Missing instructions, not clarifying, not bringing full self to breakout	Chose challenging, meaningful personal examples	Removed judgment	Participate in QA publicly - encourages others too I think when more of us react
Slack and email	Not bringing full self to breakouts	Came in with preconceived notions of knowing the stuff	Shared honestly	Open, engaged	Was not judgmental in breakout sessions. Kept myself open
Multi-tasking	Being a little resentful about length of breaks	Not asking questions or calling out disconnects	Took breakouts seriously. Spoke from heart, listened with curiosity	Joined on time	Resisted urge (mostly) to pile on distracting chat jokes
Didn't listen to personal stories until after I stopped worrying about sharing my own	Not going deep in my thinking	Not fully listening, mind chatter	Picked meaningful examples	Shared openly/honestly	Reflected about sessions, talked to others about it
Not typing into session chats	Loss of energy, distracted		Active listening, open mind for learning	Stayed open to where this is going even when I felt impatient	
Getting distracted by chats			Actively listened	Shutdown Slack and email	
<b>Benefits of Making Bad</b>			<b>Benefits of Making Good</b>		
Feel superior	Protect image	Don't appear confused	Learned from others	Felt connected, deep connection with partner	Gained insight, humility, understanding
Avoid judgment	Protected from judgment	Don't have to be vulnerable	Met someone new to collaborate with	New insights Found commonalities with others	Being a good team player
Stay in comfort zone	Avoid embarrassment	Caught up on work	Felt a positive physiological reaction in knowing I am trying to give 100%	Created space for others	Full potential for growth for myself and partners
Not letting the team down	Feel like I'm being "productive" by multi-tasking	Can't have the wrong answer if you don't answer	Fully internalized concepts	Contributed to creating a safe space	Learned & connected on similar issues
			I met new	Worked out some real problems	

			people		
<b>Costs of Making Bad</b>			<b>Cost of Making Good</b>		
Not creating a safe	Missing deeper connection	Missed opportunity of creating safety for others to contributed	Exhaustion Draining	Not contributing to childcare	Had to spend a good part of the day talking about something negative
Miss learning opportunities	I will miss learning	Drag for others	Further behind on work	Anxiety about other work	
Not connecting with peers	Slower, incomplete learning	Lost opportunity to benefit from others perspective	Emotional drain	Felt vulnerable	Mental drain from facing fear + anxiety to put myself out there
Not a great partner	Make others doubt how valuable the content is	Stuck in SFP	It was work to participate	Needing to work after the session to catch up	Feeling behind
Not optimizing results		Impacting peers negatively	Not physically moving as much as usual	Work suffers, long days Buried in work	Mental fatigue
Making same mistakes again	Waste time and energy	Contribute to Us vs. Them	Work backlog	Opportunity cost of other work	