

Co-creation Tools
Hopes & Fears



Helps highlight both individual and collective expectations while identifying aspects that require particular attention.

How to Use this Tool



Hopes

Fears

Co-creation Tools Timeline



Understanding the organization's evolution: Identify the key turning points, successes, and challenges that have shaped the organization's journey.

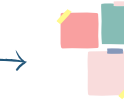
How to Use this Tool



30 mins



2 + people



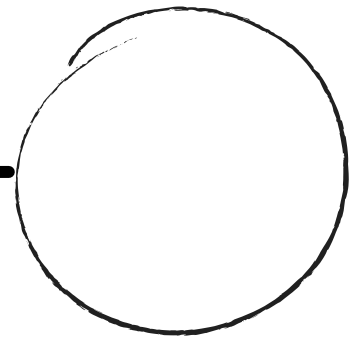
Brainstorm
important elements



Share and discuss
collectively



History of the organization to the present day...



Co-creation Tools
Retrospective Sailboat



Dialogue session and listening to interest-holders to gain a better understanding of our environment.

How to Use this Tool

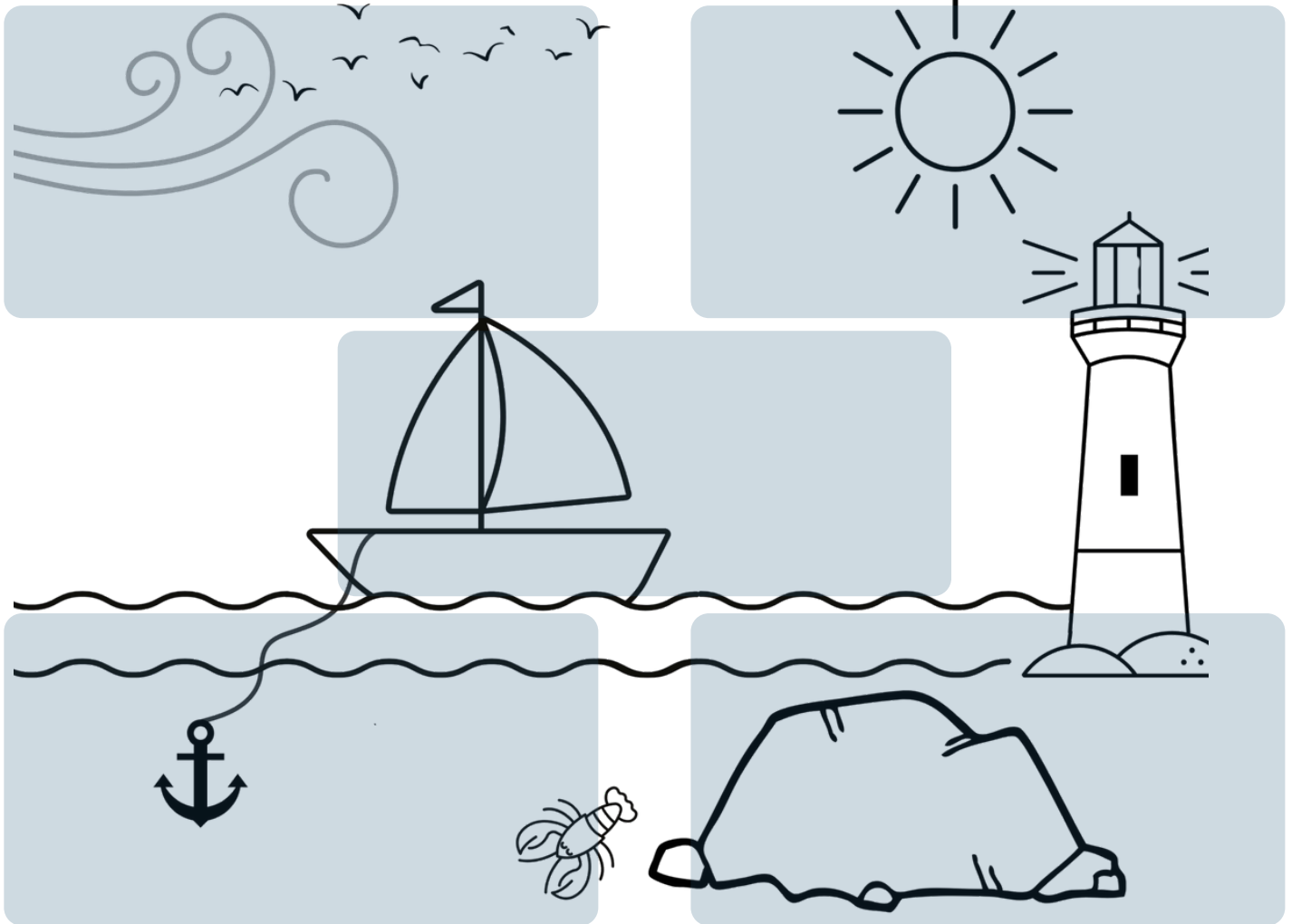
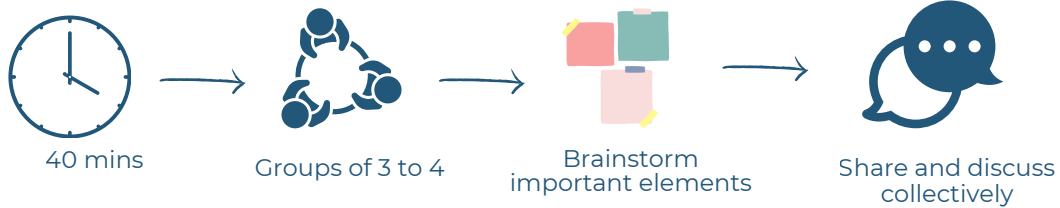
The wind: Our strengths, what drives us forward, what makes us unique

The sun: What makes us shine, our values, our identities

The anchor: What holds us back, what slows us down

The rocks: Obstacles, risks, and what we need to prevent

Navigation: What changes could we make to reach our destination successfully?



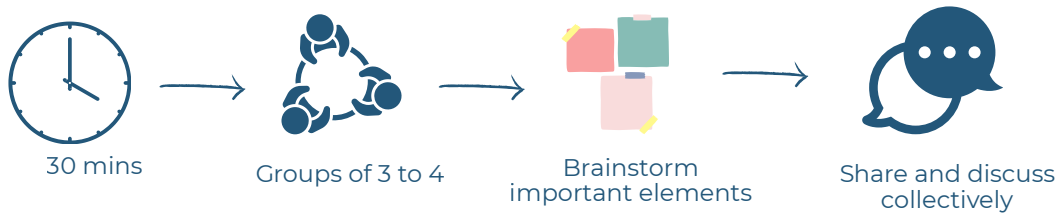
Co-creation Tools
Stop, Start, Continue



Dialogue and listening session with interest-holders to gain a better understanding of our environment.

How to Use this Tool

- Stop: In our practice, which elements should we stop?
- Continue: In our practice, which elements should we continue?
- Start: In our practice, which elements should we start?



Stop

Continue

Start

Large empty rectangular box for recording 'Stop' items.

Large empty rectangular box for recording 'Continue' items.

Large empty rectangular box for recording 'Start' items.

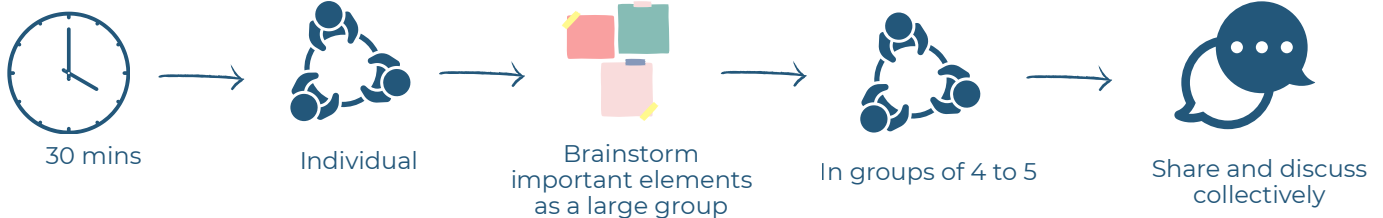
Co-creation Tools Values



Values are the compass of organizational culture. They guide decision-making, shape interactions among teams, and influence how the organization positions itself in the market and within the community.

How to Use this Tool

1. Start with individual reflection to identify 3 to 4 values that you believe are essential for the organization.
2. Write each value on a post-it note (one value per post-it note).
3. One by one, participants place their post-its on a wall or board.
4. As a group, cluster similar values under common themes.
5. After grouping the values, collectively select 3 to 5 key values that will become the pillars of the organization. Each value should be written on a post-it note (one value per post-it note).
6. In small groups, each team selects one value and describes it in a clear and engaging sentence.
7. Groups present their work, followed by a collective discussion to refine the language and ensure clarity, relevance, and engagement.



Examples of values

Accountability	Cooperation	Grace	Legacy	Risk taking
Achievement	Courage	Gratitude	Leisure	Safety
Adaptability	Creativity	Growth	Love	Security
Adventure	Curiosity	Harmony	Loyalty	Self-discipline
Altruism	Dignity	Health	Making a difference	Self-expression
Ambition	Diversity	Home	Nature	Self-respect
Authenticity	Environment	Honesty	Openness	Serenity
Balance	Efficiency	Hope	Optimism	Service
Beauty	Equality	Humility	Order	Simplicity
Being the best	Ethics	Humor	Parenting	Spirituality
Belonging	Excellence	Inclusion	Patience	Sportsmanship
Career	Fairness	Independence	Patriotism	Stewardship
Caring	Faith	Initiative	Peace	Success
Collaboration	Family	Integrity	Perseverance	Teamwork
Commitment	Financial stability	Intuition	Personal fulfillment	Thrift
Communication	Forgiveness	Job security	Power	Time
Compassion	Freedom	Joy	Pride	Tradition
Competence	Friendship	Justice	Recognition	Travel
Confidence	Fun	Kindness	Reliability	Trust
Connection	Future generations	Knowledge	Resourcefulness	Truth
Contentment	Generosity	Leadership	Respect	Understanding
Contribution	Giving back	Learning	Responsibility	Uniqueness

Co-creation Tools

1-2-4-All Method

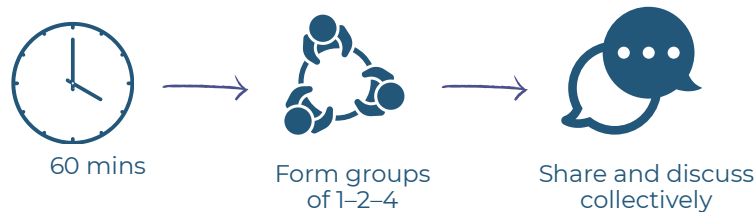


The 1-2-4-All method is used to engage members of your organization in developing your mission (the “why”) and your organizational vision.

The 1-2-4-All method allows all participants to generate ideas, regardless of the size of the group, and to do so in a relatively short amount of time.

How to Use this Tool

1. Ask an engaging question that requires and values participation from everyone.
 - For example: What should the vision or mission statement be?
 - (Individual reflection – 2 minutes)
2. Invite participants to form groups of two to share their reflections and rewrite one single statement together.
 - (4 minutes)
3. Invite the pairs to join another pair (forming a group of four) to discuss the similarities and differences that emerge from their reflections. Rewrite one single statement.
 - (6 minutes)
4. As a large group, share the statements. Which elements converge, which diverge, and what ideas stand out? Is it possible to arrive at one single statement?
 - (15 minutes)



1

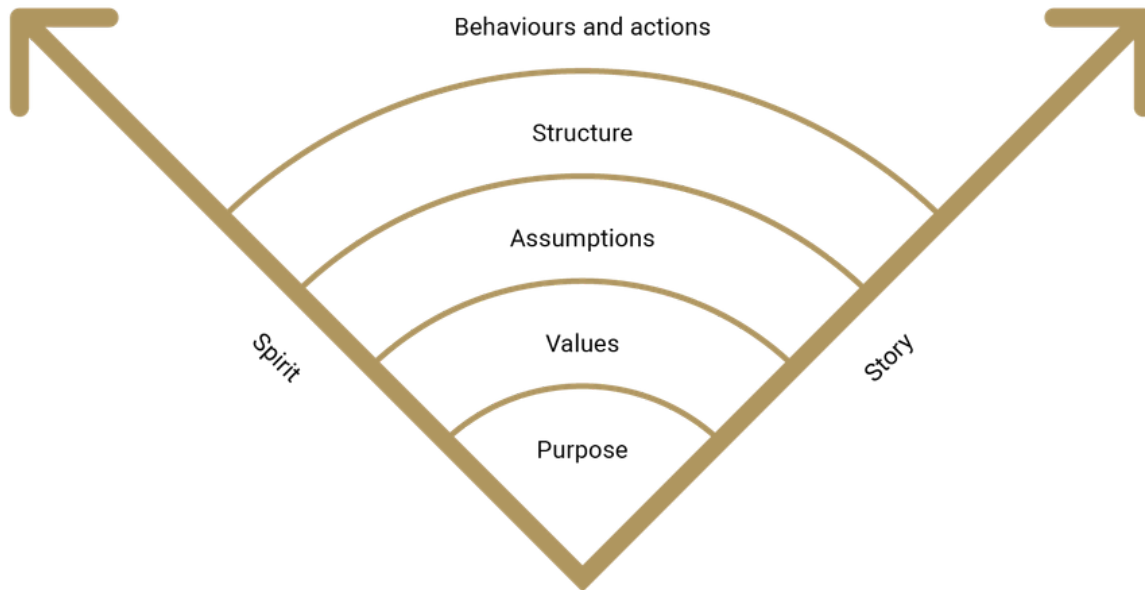
2

4

Co-creation Tools

Deep Essence Tool

When leaders treat surface problems as system signals, they can redesign not just processes, but the culture, relationships, and meaning that sustain resilient teams.



The Deep Essence Tool helps teams look beneath surface problems to understand what is really happening in a system. Turnover, conflict, or disengagement are rarely the real issue, they are signals that something deeper is misaligned. By exploring five layers — behaviors, structure, assumptions, values, and purpose — teams can move from reacting to symptoms to addressing root causes.

1. Behaviors & Actions (Visible Layer)

What we see on the surface: attitudes, words, energy, conflict, disengagement or morale.

These are not the problem themselves — they are signals that something deeper in the system needs attention.

2. Structure

How work actually happens. This includes both the formal structure (roles, hierarchy, processes) and the informal structure (trust, influence, unwritten rules, and power dynamics).

3. Assumptions

The stories people carry about how things work here. When change happens without dialogue, people fill the gaps with assumptions that quietly shape behavior and trust.

4. Values

What truly matters in the system. When the organization's lived values align with people's personal values, trust grows. When they don't, tension and disengagement emerge.

5. Purpose (Core)

The reason the team exists.

A clear purpose anchors people during change by answering: Who do we serve, why does our work matter, and what promise are we trying to keep?

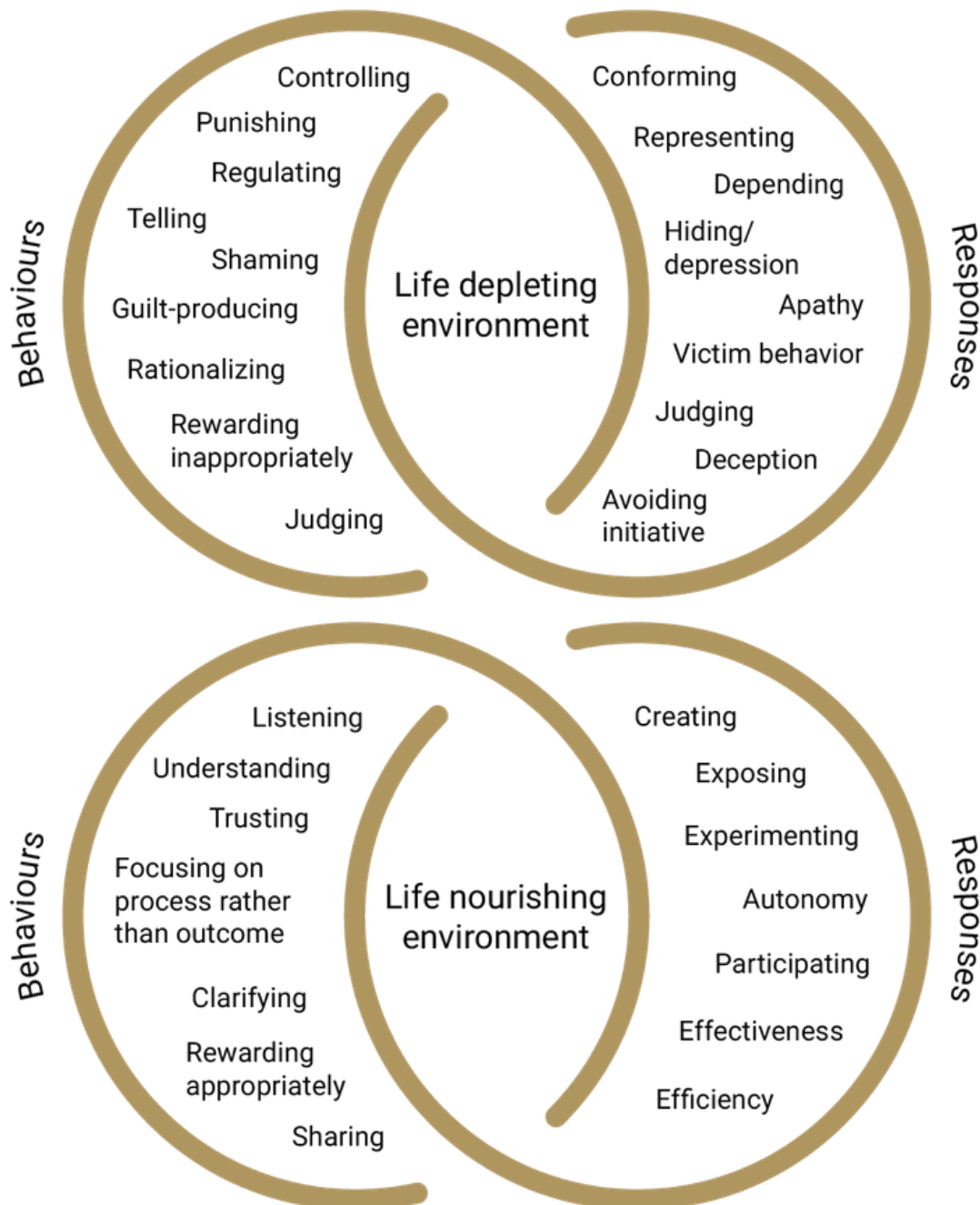
Co-creation Tools Deep Essence Tool



What we see on the surface: attitudes, words, energy, collaboration, tension, disengagement. These behaviors are signals of how the system is functioning.

How to Use this Tool

1. Participants identify behaviors they recognize in their environment by placing a dot on the map of life-nourishing and life-depleting patterns. The goal is not to judge or blame, but to notice what is present in the system today.
2. A circle dialogue then invites reflection on what participants notice. This helps the group establish a shared baseline and begin exploring which deeper layers – structure, assumptions, values, or purpose – may be shaping these behaviors.



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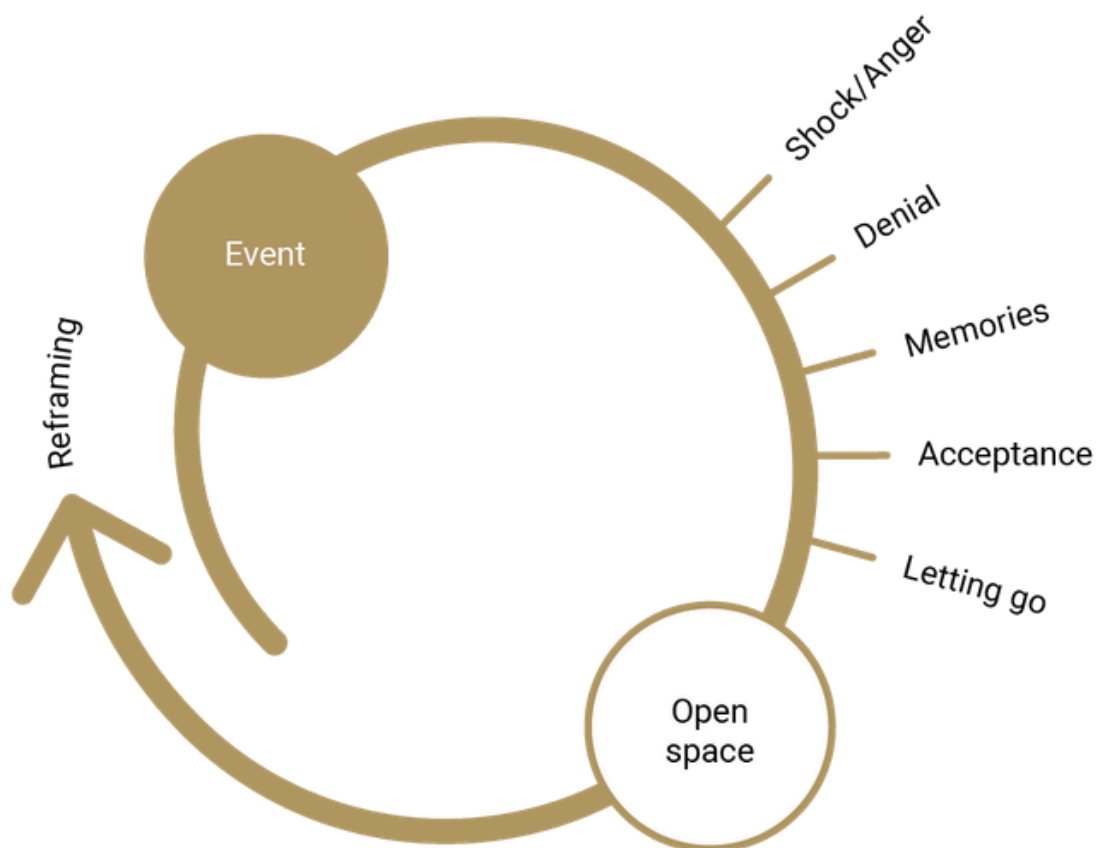
Co-creation Tools Grief Cycle



The grief cycle reminds us that change is not only operational — it is emotional. People move through stages such as shock, resistance, letting go, exploration, and renewal as they process transitions.

How to Use this Tool

1. Draw a simplified grief cycle and give participants two coloured dots.
2. Red dot: Place it on the cycle to show where you are in relation to a specific organizational change (for example: a restructuring, new software, or policy shift).
3. Blue dot: Place it on the cycle to reflect where you may be in a significant personal transition (moving, caregiving, family change, health challenges, etc.).
4. After the letting go phase, add a circle labeled Open Space. This represents the moment where people begin to make meaning together — the space for dialogue, reflection, and collective sense-making.
5. Once the dots are placed, host a circle conversation. Participants reflect on patterns they notice: Are many people in resistance or uncertainty? Are personal transitions influencing how the team experiences organizational change?
6. The discussion can then connect back to the Deep Essence Tool, exploring whether the behaviors, actions, or assumptions within the organization reflect where people currently sit in the change cycle.



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