SOUL:CANVAS

… brings you into resonance with the elements of SOUL and shows you what we mean by SOUL. What do you and your team understand by it?

BE REAL
Can everyone on your team show themselves as they are?

We feel that this element is fundamental - it is also reflected in our HOW. In a diverse and equal society, the question of whether and to what extent everyone is allowed to be who they want to be - with everything that goes with it - is very central. If this is the case in an organization, we believe that performance, motivation and, in the end, the result will also be positive.

Look around your team or organization and ask yourself:
- Are people saying what's opportune or what they think?
- Do people dare to say they don't know something without worry?
- Is it normal for you to boldly share your mistakes with others?
- So do you feel psychological safety in being imperfect?
- Is your way of dealing with each other characterized by goodwill, appreciation and critical self-reflection? Do you look for the good in others and question yourselves?

DEVELOPMENT
Can everyone in your team contribute in the best possible way?

From our point of view, it is a success factor to look at people's individual preferences and ideas in order to make good use of the diversity and potential in the team. Organizational development and individual development always need new impulses so that previously unconscious knowledge is activated or intuition is given a path.

What do you experience?
- Does a lot of networking take place in order to generate new impulses again and again?
- Are there spaces in which the ideas of each individual are seen and appreciated?
- Is there an opportunity to develop beyond your own role?
- Do you share your knowledge in order to let others participate in your development?
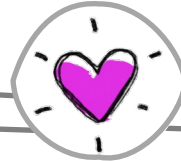
TRUST
Do the people in your team trust each other?

In a soulful organization, people trust each other to pull together, be mindful of each other, and work toward the right goals. That's what it's all about, not about being present or doing time.

When you look around:
- How much mutual reassurance do you need before you get going?
- How much do you trust that you will be there for each other when it matters?
- How well do you manage to leave decisions to the other?
- How well are you in real contact, listening to each other and exchanging ideas?

RESPONSIBILITY
Is taking responsibility in your team enabled, encouraged and used?

We have given subject:RESOUL a sociocratic structure to enable as much decentralized responsibility as possible. When making decisions, it is important to us first and foremost to think in terms of a good group outcome, while at the same time allowing each/every individual to have a lot of say through a "right of objection". We believe that shared responsibility produces a high level of commitment to the goals of the organization.

What can you observe?
On how many shoulders do important decisions rest?
What role do individual interests play in decisions?
Do you and your colleagues voluntarily take responsibility to advance personally important issues?
Do you also do this for unpopular tasks that need to be done?
Do you trust the person who takes responsibility and work with him or her so that he or she can fulfill his or her responsibilities?

PURPOSE
Do you follow a shared purpose in your team and organization?

Leadership and collaboration succeed all the better when everyone finds a common answer to the question "What's it all for?" We are firmly convinced of this, and we experience it in our organization as well. Our Purpose is: "We create spaces for people to grow - so organizations and the world become more collaborative places." In everything we do, this is our guiding star, something that animates us and gives us energy to get over the small and larger hurdles of everyday life.

Discuss the following questions with each other:
Who benefits from what you do? Who are your addressees?
To what extent do you make the world outside a little bit better? And: To what extent do your daily actions pay off a little bit every day?
Are your actions sustainable and long-term?
How much space do you give to these questions of "why" versus the operational questions of everyday life?
Do you share your individual values and motivations for your actions?

FREEDOM
Does each individual have a lot of freedom to design work in a way that is individually coherent?

In coaching, one of our basic attitudes is: "Everyone is an expert for his/her own topic". And everyone knows best when and under which conditions he/she is most efficient.

So the central questions are:
- Can you have a big impact on HOW you organize your work?
- How well does your work fit into the other priorities and demands of your life? How much does this apply to your team members?
- Do you have opportunities to discuss these things naturally with important people in your working environment?

subject :RESOUL

SOUL:CANVAS

... brings you into resonance with the elements of SOUL and shows you what we mean by
SOUL. What do you and your team understand by it?

Team: _   Date: _ _ _ _ _ _ _ _ _ _ _ _ _
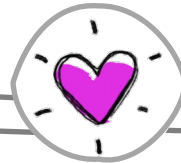
BE REAL
Can everyone on your team show themselves as they are?

DEVELOPMENT
Can everyone in your team contribute in the best possible way?

TRUST
Do the people in your team trust each other?

RESPONSIBILITY
Is taking responsibility in your team enabled, encouraged and used?

PURPOSE
Do you follow a shared purpose in your team and organization?

FREEDOM
Does each individual have a lot of freedom to design work in a way that is individually coherent?

subject
:RESOUL