



Start, Stop, Continue

Make a plan to increase helpful behaviors and decrease unhelpful ones

TIME

10-15 minutes



TEAM STAGE

Any Stage

MATERIALS

Paper, writing utensils

SUMMARY

Participants will evaluate their behaviors and determine which ones are helpful to continue and which ones they should stop. They will also brainstorm new behaviors that will be helpful to implement.

SET UP

- Decide on an objective for participants to focus on. *For example:*
 - *Getting work completed on time*
 - *Practicing self care*
 - *Being an effective collaborator*

INSTRUCTIONS

- Tell participants what the chosen objective for the "Start, Stop, Continue" evaluation is.
- Give each participant a piece of paper and a writing utensil, and instruct them to draw two vertical lines that will separate the paper into three equal columns. Then, have them write "Start", "Stop", and "Continue" in each of the columns.
- Have participants think about all of the things they do that help them achieve the objective and all of the things they do that detract from their ability to achieve the objective. Have them write all these ideas in the "Continue" column and the "Stop" column, respectively.
- Then, have them think about things that they don't currently do but that might help them achieve the objective and write them in the "Start" column.
- Give participants a few minutes to brainstorm as many ideas as they can for all three of the columns.
- Pair participants up and give them a few minutes to share what they wrote with their partner. Encourage them to add ideas to their own list if their partner shares something that applies to them that they did not think of.
- Next, have each participant pick one idea from each of the columns that they want to focus on implementing in their life. Have them star those three ideas or re-write them somewhere where they can keep them to refer to.

VARIATIONS

- This activity can be continued to action plan specifically how participants will implement the three ideas they chose to focus on implementing. Using [Accountabilibuddies](#) can be helpful in accomplishing this.
- Use this activity as an exit slip after a lesson or training by asking participants to write down one thing they want to start, one thing they want to stop, and one thing they want to continue based on what they learned in the session.



VARIATIONS *(continued)*

- Use this activity as an evaluation tool. Have participants consider the actions or behaviors that they want to stop or continue as they reflect on a project or semester and the new or changed actions or behaviors they want to start as they prepare for the next project or semester.
- This activity can also be used to reflect on a group's performance. Use the same prompts, but focus on collective actions rather than individual actions and complete the reflection together as a group.



Small Group: To facilitate this activity for a small group, have everyone share and discuss their lists together rather than in pairs.



Online: To facilitate this activity virtually, have each participant use a word document on their own computer or a piece of paper and a writing utensil to create their own lists. Then, use breakout rooms to allow participants to discuss their lists with a partner.



Asynchronous: To facilitate this activity asynchronously, give participants the prompts to respond to and allow them to brainstorm their lists on their own time. Also instruct them to pick the one idea from each category that they want to focus on implementing. Have them email those three top ideas to the instructor.

DEBRIEF QUESTIONS

- What:
 - What was it like for you to reflect on your actions and behaviors in this activity?
 - Which category was the easiest to brainstorm ideas for? Which was the hardest?
- So What:
 - Why is it important to consider all three of these categories?
 - How can this kind of reflection help us grow and improve?
- Now What:
 - Which of the ideas you picked to focus on do you think will be the easiest to implement? Which will be the hardest?
 - What can your peers do to help you implement the ideas you picked to focus on?



Facilitator Note: These questions can be used to guide your debrief, however, pick the questions that best match your group's experience and add or change questions as needed.