

Building from Day One: Setting New Staff Up for Success

Self-Reflection and Assessment Tool

Start, Stop, Continue¹

The Start, Stop, Continue model is a simple yet powerful reflection framework that helps individuals and teams evaluate their practices. By taking time to answer the questions in each of these three areas, you can create continuous improvement cycles that enhance communication, strengthen teamwork, and solve problems more effectively.

Start

- What should I start doing to improve my communication, teamwork, and problem-solving?
- What specific steps will you start taking to ensure your instructions and expectations are crystal clear to your staff?
- What practices will you implement to give your full attention to staff concerns and feedback without immediately jumping to solutions?

Stop

- What should I stop doing that's hindering my effectiveness?
- Which recurring issues are you addressing in the moment rather than identifying root causes and preventing future occurrences?
- What biases or assumptions about staff members are preventing you from truly hearing their perspectives and concerns?

Continue

- What am I already doing well that I should maintain and strengthen?
- What actions are you already taking that make your staff feel safe to be honest about mistakes and challenges?
- Which meeting formats or communication strategies are successfully getting all team members to participate and share ideas?

¹The Start, Stop, Continue reflection was created by Phil Daniels, psychology professor, Brigham Young University.

Peters, B. (2025, January 10). *Three Tools for Self-Reflection — The Leadership Coaching Lab*. The Leadership Coaching Lab. <https://www.theleadershipcoachinglab.com/blog/tools-for-reflection>