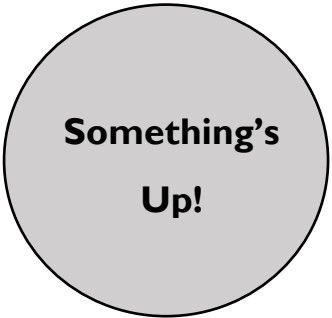

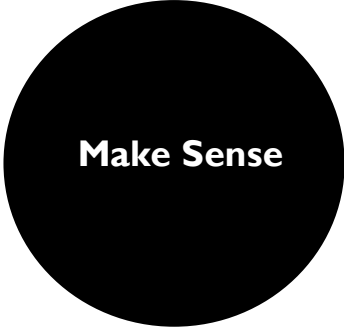
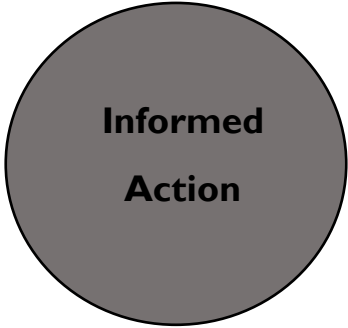


Applying the Something's Up Cycle

Stages	Questions to Guide Understanding
 <p style="text-align: center;">Something's Up!</p>	<p>Describe the Something's Up What happened? How does each person feel?</p>
 <p style="text-align: center;">Suspend Judgement</p>	<p>Identify and Suspend Judgement What are the judgment and conclusions?</p>
 <p style="text-align: center;">Make Sense</p>	<p>Step 1: What is this about? What did each person expect? (What is their "normal?") Step 2: How are the expectations of each similar and/or different?</p>
 <p style="text-align: center;">Informed Action</p>	<p>Information Action What can be done to move forward?</p> <ul style="list-style-type: none"> • Short term • Long term <p>Look for shared goals and adapt behavior: Individual – Is the action I need to take personal? Group (Community, team, interpersonal) Action – Is there something I need to do differently or put into action? System: Is there something at the system level that needs to be reviewed? Does the system or process in place support the actions I feel</p>