

Let's do a WIFLE...

The WIFLE is a powerful tool to help you build a championship team. WIFLE stands for 'What I Feel Like Expressing'....

The WIFLE enables each team member to express what is currently going on for them in their lives, both in the business and personally. Too often it is assumed that people leave their emotions at the door when they come to work but the reality is that this unexpressed or 'bottled up' emotion can all too often impact on team performance.

Every business can benefit by holding **WIFLE** sessions regularly, especially in your meetings. It should be held a minimum of weekly but you may wish to hold them as regularly as daily basis - it depends on your business. It can also work well having one at the start of the week (first thing Monday, including goal setting) and one at the end of the week (to review the week on Friday afternoon).

The rules for a **WIFLE** are as follows...

- Sit around the room. Starting with the person next to you, ask whomever 'What do you feel like expressing?'
- This person then has the right to say whatever he or she feels like without interruption. This is most important!
- They start their WIFLE by saying "What I'd like to say/express is...."
- If anyone does not feel safe to express whatever he or she feels, you are all wasting your time. Remember to play above the line.
- It is important to NOT comment on what has been said during or between the next person's turn. This is NOT a feedback and discussion session...It's a **WIFLE**.
- Once he or she has had a say, they finish by saying "....and that's what I feel like expressing." This person then asks the next person what they feel like expressing.

When everyone has had their say (and only when everyone has finished) you may then ask if anyone has any 'burnings'. This is where anyone that feels they have been wrongly treated or has some other response replies to the other persons feelings or impression, either by apologising or explaining what actually happened. Again even at this point there is no discussion...it's just a chance for someone to burn it.

If these sessions are conducted correctly, you will find your team bonds together much more effectively and relates to each other as humans instead of just someone you work with.

It is important to have everyone realise that any complaints are not directed personally, rather they focus on behaviour. This is essential to enable everyone to feel safe in voicing any criticism of you or the system so changes can be made and progress is always happening. Remember however, it's NOT a complaints session. It's a WIFLE.

You may also try other variations of this such as the high-low. This is where each team member expresses their high and their low for the week during the **WIFLE**.

LEAD BY EXAMPLE

We use a WIFLE in our own team, and in meetings with other coaches and clients.

It's a great way to "break the ice" but more importantly a fantastic way of having your say on whatever you want, without any fear of reprisal or criticism.

ACTION Steps

- Use a WIFLE next time you have a meeting... with anyone.
- Notice after each WIFLE how the mood changes, especially over time. with your team.