

Corentus State of Mind Check-In

+3

+2

+1

NEUTRAL

-1

-2

-3

Corentus State of Mind Check-In | Instructions

The state of mind of every team member can greatly impact a meeting. A **State of Mind Check-In** at the start of a meeting provides the opportunity to understand each team member's mindset, offer support as needed, and create a transparent and more psychologically safe environment for effective teamwork. For longer meetings, additional check-ins may be helpful. Here are our basic guidelines:

When You First Introduce the Tool:

1. Share some context with your team: State of mind is our moment-by-moment experience of life, as generated by our thinking and expressed by our feelings and emotions. All human beings experience different states of mind throughout life. States of mind can shift over a week, a day, or an hour—or even in an instant. Noticing our own state of mind helps us to act mindfully; sharing states of mind fosters empathy and camaraderie among team members, improving collaboration.
2. The State of Mind Chart divides states of mind into six distinct levels. The dark line in the middle is “neutral”; the three rows labeled plus 1, plus 2, and plus 3 are referred to as being “above the line”; and the three rows labeled minus 1, minus 2, and minus 3 are referred to as “below the line.” The image shows some of the most common words people associate with each level. We use the terms “plus” or “minus” rather than “positive” or “negative,” because the states above the line are not necessarily good, and those below the line are not necessarily bad. None of us stays above the line at all times, nor should we aspire to do so.
3. Bringing a shared awareness of our states of mind to meetings means being able to recognize and understand the team's current states of mind, how they impact our effectiveness, relationships, and performance, and then using that knowledge to guide our choices during the meeting. This includes taking steps to shift our states of mind, if possible, to ensure we can work collaboratively and effectively with others.

+3	Elated Ecstatic Euphoric
+2	Happy Energized Excited
+1	Satisfied Calm Content
-1	Stressed Tired Anxious
-2	Frustrated Disappointed Angry
-3	Depressed Hopeless Desperate

For Team Check-Ins:

1. Facilitate by inviting team members to engage in a State of Mind Check-In. Team members may choose when and if to respond, e.g., “I’m a plus 1,” “I’m a minus 2,” “I’m a plus 2.5.” Some team members may use decimal places for finer distinctions or share further, e.g., “I’m tired – I did not sleep well,” “I’m energized after our last meeting,” etc. while others may not.
2. Inquire about requests to raise state of mind: you might say, “For those of you who checked in below the line, is there something we can do here that might raise your state of mind?” This type of collaborative support often leads to helpful ideas and solutions. However, if individuals do not wish to make a request, or to share any more details about their below-the-line state of mind, there is no pressure to do so.

By starting meetings with State of Mind Check-ins, team members can gain a valuable opportunity to support each other's needs, foster collaboration, and enable optimal work effectiveness.