

LS - 15% Solutions

20 minutes

Libertating Structures

Beginner

Discover immediately actionable steps within your control. Focus on the 15% you CAN influence rather than the 85% you can't. Generate quick wins and reduce...

H HOW TO RUN

1 Total Duration:

- Introduce the challenge or goal
- Acknowledge the constraints and barriers
- Explain the 15% concept

2 The 15% Concept:

- Where do you have freedom and autonomy to act without more resources or approval?
- Each person answers silently:

3 "What is YOUR 15%?"

4 "What action is within YOUR control right now?"

- Write specific actions:
- "I can..." not "We should..."
- "I will..." not "Someone should..."
- Actions you can start this week

KEY TIP

*Push Past "I Can't":**

O OBJECTIVES

- > Find actions within your sphere of control
- > Reduce feeling of powerlessness in complex situations
- > Generate quick wins that build momentum
- > Shift focus from constraints to possibilities

M MATERIALS

ESSENTIAL

- Paper and pens for individual work
- Timer
- Whiteboard for capturing whole group ideas

OPTIONAL

- 15% Solutions worksheet
- Challenge/goal statement posted visibly

P PARTICIPANTS

4-30

F FACILITATOR NOTES

REMEMBER

- People initially say "I can't do anything without approval/budget/authority." Challenge this gently.
- "What could you do without asking?"
- "Where do you already have freedom?"
- "What's one small thing within your control?"