



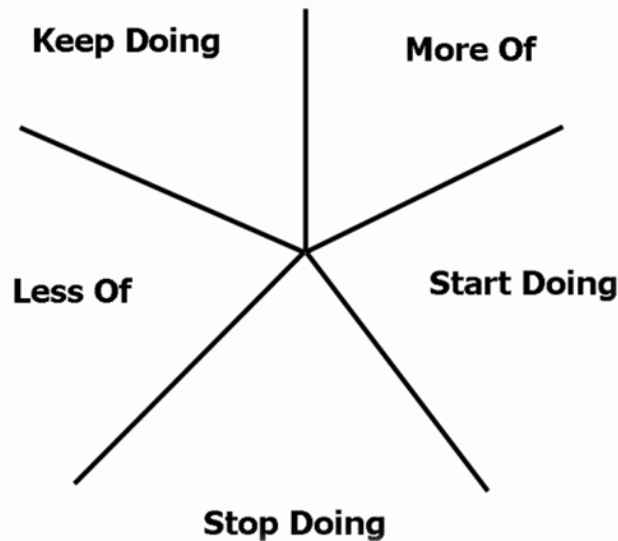
## Agile Practices Help-sheet

# Retrospective technique - Starfish

» Developed by Patrick Kua to help people reflect on varying degrees of things that the team want to bring up, without having it fit into the black or white category of 'What Went Well' or 'Not So Well' .

**Keep Doing** – Focus on all the good things on the project. Encourage people to think about things in terms of, what would they miss if they didn't have a particular practice, technique, technology, person, role.

**Less Of** – Focus on practices that might need a bit more refining or that were simply not helpful in the current circumstance. Perhaps they add value but not as much as other practices could. An example here is that perhaps stand ups have become status meetings and so there should be less of talking to one person (and more of talking to each other) during them.



**Stop Doing** – Obviously for things that are not very helpful practices or not adding much value. Perhaps it's about writing that status reporting email at the end of the day (because you can substitute a simple one minute conversation for it instead).

**More Of** – Focus on practices, technologies, behaviours, etc that team members might want to try more of but are not necessarily taking full advantage of. A good example is that maybe people are pair programming but knowledge transfer and a better understanding of the code changing might be gained by doing more of swapping programming partners.

**Start Doing** – Is a great opportunity for team members to suggest new things to try because of things that may not have gone so well or just for simply keeping things dynamic and fun. Perhaps you might want to try a burn up chart on the whiteboard or try some new open source tool for helping improve productivity.

When using the starfish, draw the starfish with the topics on a whiteboard, then have the team put post-it notes in the topic areas. The topics are stated in a way that should easily lead to actions, so try to take a few from the session rather than just saying something was not good.