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**** **What? So What? Now What?**

This tool is based on Liberating Structures’ [*What, So What, Now What?*](https://www.liberatingstructures.com/9-what-so-what-now-what-w/)*[[1]](#footnote-2)* activity, which guides teams through an intentional reflection process. Through this structure process, teams can look back on their progress and reflect on their data or other learnings and determine what next steps are needed.

* Begin with WHAT: Team members should reflect individually for 1-2 minutes on what they have observed or noticed. After individual reflection, team members can share their observations. Encourage team members to stick with facts or observations at this stage.
* Then transition to SO WHAT: Again, team members should reflect individually for 1-2 minutes on why the observations made by the team are important, and what patterns or conclusions are emerging. Then the full group will share and discuss.
* Finally, NOW WHAT: Team members should reflect individually for 1-2 minutes on what the right next steps might be, followed by large group discussion.
1. **WHAT?** What happened? What did you notice, what facts or observations stood out?
2. **SO WHAT?** Why is that important? What patterns or conclusions are emerging?
3. **NOW WHAT?** What actions make sense?
1. Liberating Structures. *What? So What? Now What? W3.* https://www.liberatingstructures.com/9-what-so-what-now-what-w/ [↑](#footnote-ref-2)