

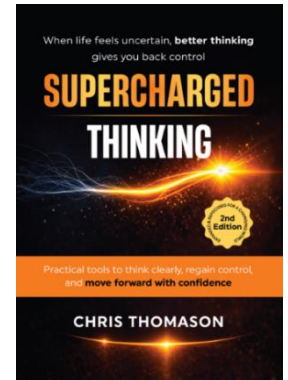
# Employee Thinking guide

## (for a Borrowed Brilliance: Team Sprint)

You've been invited to contribute your thinking to an important business question.

Your role isn't to give quick opinions or join a discussion – it's to apply focused, structured thinking to produce ideas of real value. You're acting as an independent thinker, not part of a group conversation. So, take this seriously, for the quality of your thinking will directly influence the outcome.

You need to get your own copy of the Supercharged Thinking book. This is the thinking toolkit you'll use repeatedly. You can buy it from Amazon, and your employer will refund the cost. The toolkit's techniques can be used in both your work and your personal life.



### Step 1: Understand the question

The process starts with a killer question – something the business owner needs your thinking to answer. Sometimes the questions may be direct and obvious, while other questions may be slightly vague – which lets you interpret it in your own way.

### Step 2: Use your assigned thinking approach

You will have been given a specific thinking mechanism from the Supercharged Thinking toolkit – so use it deliberately. Don't default to your usual way of thinking as the value of this process comes from applying different structured approaches to the same question. Stay within your assigned mechanism and push it as far as you can. If no mechanism is specified, then you can use whichever approach works for you.

### Step 3: Think independently

This isn't a group exercise, so don't discuss the question with others during the thinking phase. Work on your own in a time and setting where you think best. Good ideas rarely appear under pressure or in busy environments, so give yourself space to think properly.

### Step 4: Give it proper attention

This is an opportunity to contribute beyond your day-to-day role. Treat it as such. Spend enough time to move past the obvious answers – as these have been considered before. The first ideas are rarely the most valuable, so when you push further and look for insights that are less obvious, your outputs are more meaningful.

### Step 5: Structure your response

When ready, submit your thinking in a clear and concise format. The owner of the exercise will give guidance on what they are looking for – and how to share your thinking. Provide strong ideas, even if they feel uncomfortable or challenge the current insight. Suggest actions you would take immediately if you were responsible – as well as ideas that take longer to deliver.

Focus on quality over quantity, and make your thinking easy to understand and practical to use.

### Step 6: Be honest and thoughtful

Say what you genuinely think, not what you think others want to hear. This process works best when people are open and direct. If something feels uncomfortable to say but important to raise, include it. That's often where the most value lies.

### Step 7: Learn from the process

After the outcome is shared, take a moment to reflect on what you learned. Consider how the thinking approach worked for you, what you'd do differently next time, and how you could apply this way of thinking to other situations in your work.

***Done well, this process delivers growth, and develops your personal ability to think more effectively on important issues.***