

# 4L's

30 minutes

Remote Focused

The 4 L's is a retrospective technique that prompts the team to reflect on a workshop, project, or sprint from four different perspectives: Liked, Learned, Lacked, and Longed For. It provides a structured way to gather balanced feedback.

## H HOW TO RUN

**1** **Set up the Board:** Create four quadrants labeled "Liked," "Learned," "Lacked," and "Longed For." **2. Individual Reflection:** Give participants a few minutes of silent time to reflect on the workshop and gather their thoughts. **3. Brainstorm:** Participants add their feedback on virtual sticky notes to the corresponding quadrants. **Liked:** What did you enjoy about the workshop? **Learned:** What new things did you learn? **Lacked:** What was missing or could have been better? **Longed For:** What do you wish the workshop had included? **4. Discuss and Summarize:** The facilitator leads a discussion about the items in each quadrant, looking for common themes and defining key takeaways.

## O OBJECTIVES

- > To gather comprehensive feedback covering positive aspects
- > new knowledge
- > and areas for improvement
- > To understand what participants valued and what they felt was missing
- > To identify actionable insights for improving future workshops or processes

## M MATERIALS

- Online whiteboarding tool with a 4-quadrant template
- Virtual sticky notes

## P PARTICIPANTS

3-15

## F FACILITATOR NOTES

### REMEMBER

- Emphasize that all feedback is valuable and that there are no right or wrong answers.
- This helps create a psychologically safe environment for honest reflection.
- The "Longed For" category is especially useful for generating ideas for future sessions.