

Atlassian - 4L's

1 hour

Atlassian

Beginner

A structured approach to reflecting on what your team Liked, Learned, Lacked, and Longed for during a project or sprint. This retrospective format helps teams celebrate successes while identifying areas for improvement in a balanced, constructive way.

H HOW TO RUN

Set the stage (5 min) - Explain the 4 Ls framework to the team: Liked (What went well?), Learned (What did we discover?), Lacked (What was missing?), Longed for (What did we wish for?). Step 2: Individual reflection (10 min) - Give everyone sticky notes and have them write down items for each category. Step 3: Share and group (20 min) - Have team members post their sticky notes on the board under each L category. Group similar items together. Step 4: Discuss themes (20 min) - Review the grouped items and discuss patterns or themes that emerge. Step 5: Action items (5 min) - Identify 2-3 concrete actions to address the "Lacked" and "Longed for" items.

O OBJECTIVES

- > Reflect on team performance and experiences
- > Identify what worked well and should be continued
- > Recognize learning opportunities and growth
- > Pinpoint missing elements that could improve future work
- > Express desires and aspirations for upcoming iterations

M MATERIALS

- Whiteboard or digital collaboration tool
- Sticky notes (4 colors)
- Markers

P PARTICIPANTS

3-10 team members

F FACILITATOR NOTES

REMEMBER

- Create a safe space for honest feedback.
- Ensure equal participation from all team members.
- Focus on actionable outcomes, not just discussion.