Sparring Worksheets

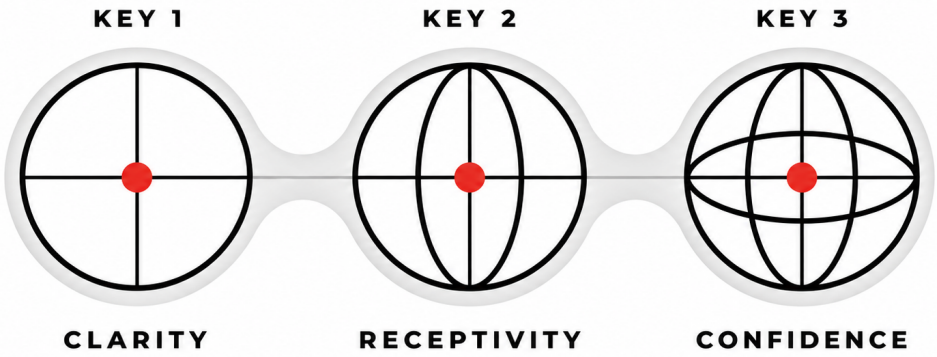
The Three Key Questions - Your Compass

PREPARATION & RESULTS

Explore together and work toward a solution, a fitting choice or a clear next direction.

A SUBJECT TO EXPLORE TOGETHER

You have an idea, plan, ambition, opportunity or issue you want to explore with a sparring partner. Perhaps you are running into something, facing a choice or are at a crossroads. These worksheets help you look at your subject from different angles and capture what emerges.



01 / PREPARE

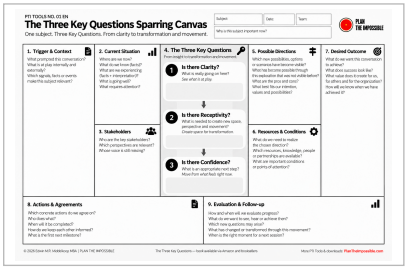
Pages 2-4. Gather your thoughts, explore different angles and formulate what you want to investigate with your sparring partner. Write or sketch freely. With two participants, each person prepares their own input.

02 / SPAR & CAPTURE RESULTS

Pages 5-7. Use the separate Sparring Canvas as an overview. Build on your preparation and record the insights that emerge from sparring together, plus what you take forward for each Key Question. Confidence is the test: a fitting Momentum Step or a return to Clarity or Receptivity.

SPARRING CANVAS PREVIEW

Use the Sparring Canvas as your conversation process model. Click the thumbnail to open the tools page.



This visual overview helps structure the sparring process from Trigger & Context through the Three Key Questions to Actions and Follow-up.

Open the full tools page ▯

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PLAN THE IMPOSSIBLE

01 / MY SUBJECT & STARTING POINT

THIS IS WHAT I WANT TO EXPLORE

Sparring Worksheets | Preparation for your sparring session

Is there Clarity? Is there Receptivity? Is there Confidence?

An idea, plan, opportunity or issue. A bottleneck, dilemma or crossroads: what do you want to explore from different angles? Write or sketch freely. With two participants, each person prepares their own input.

Together you explore what is happening and what possibilities exist, working toward a solution, a fitting choice or a next direction. Confidence is the test; if needed, return to question 1 or 2.

NAME _____ **SESSION DATE** _____

SPARRING PARTNER _____

MY SUBJECT & CONTEXT

What do I want to explore in this sparring session? What is happening and why is this relevant now?

HOW I SEE IT NOW

What is my current view? Which thoughts, possible solutions or alternatives do I already have? Write or sketch your current view.

THIS IS RELEVANT TO KNOW

Which information, experiences or stakeholders are involved? What have I already explored, what do I know and what am I assuming?

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PLAN THE IMPOSSIBLE

02 / OTHER ANGLES

WHAT SIDES ARE THERE TO IT?

Choose what fits your subject and add your own angles.

Is there Clarity?

Is there Receptivity?

Is there Confidence?

POSSIBLE ANGLES

Value - what could it create, and for whom?
Perspectives - how might others look at this?
Possibilities - what variations, opportunities or unexpected connections do I see?
Feasibility - what does it require in people, resources, knowledge or collaboration?
Timing & connections - why now, and what else does it connect with?
Points of attention - which uncertainties or consequences are worth exploring?

MY EXPLORATION / WRITE, SKETCH & CONNECT

What stands out when I look at my subject from different angles? What angle of my own would I add?

THIS MAKES ME CURIOUS

What new question or possibility is emerging? Where could a sparring partner's fresh perspective add something?

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PLAN THE IMPOSSIBLE

03 / MY INPUT FOR THE SPARRING SESSION

THIS IS WHAT I WANT TO EXPLORE TOGETHER

Bring this page and any relevant notes, examples or information to the sparring session.

Is there Clarity?

Is there Receptivity?

Is there Confidence?

MY MAIN SPARRING QUESTION

Look back at your exploration. If we explore one question well together, which should it be?

WHAT I WANT FROM THE SPARRING SESSION

Explore / solve / test / choose / determine direction / other: .....

CLARITY

What uncertainty do I want to clarify further during the sparring session?

RECEPTIVITY

Which other sides or possibilities do I want to explore together?

CONFIDENCE

What do I already feel confident about? Which assumption, possibility or direction do I want to test with my sparring partner?

WHAT I AM BRINGING

Which examples, information or images will help my sparring partner think along?

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01 / CLARITY

IS THERE CLARITY?

Sparring Results Worksheets | Capture what becomes clear while sparring together and what needs further exploration.

Is there Clarity?

Is there Receptivity?

Is there Confidence?

Use these sheets alongside the Sparring Canvas. Record key points at the transitions and add to them if a later insight brings you back to an earlier question.

PARTICIPANT(S) _____ **DATE** _____

SPARRING PARTNER _____

SHARED FOCUS

Use the preparation as a starting point. What shared focus do we agree on for this sparring session? Record only additions or a sharpened question.

RESULTS / WHAT HAS BECOME CLEAR?

What do we now see or understand? What is fact and what is assumption? Where do our perspectives still differ?

WHAT WE TAKE INTO RECEPTIVITY

What is now the core and desired direction? Which question or possibility will we explore further?

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PLAN THE IMPOSSIBLE

02 / RECEPTIVITY

IS THERE RECEPTIVITY?

Capture what space, perspectives and possibilities emerge from sparring together.

Is there Clarity?

Is there Receptivity?

Is there Confidence?

EXPLORATION / WHAT DO WE WANT TO OPEN UP?

Use the handover field from the previous page as your starting point. Which angles or possibilities do we want to explore now?

RESULTS / WHAT HAS OPENED UP?

Which perspectives, possibilities or connections have emerged? What, if anything, has changed in how we see things, what we want, or what seems possible?

WHAT DOES THIS REQUIRE?

Which conditions, people, resources or coordination are relevant? Which questions remain open?

WHAT WE TAKE INTO CONFIDENCE

Which solution, choice or direction do we bring to the test question? What may first require renewed Clarity?

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PLAN THE IMPOSSIBLE

03 / CONFIDENCE / TEST

IS THERE CONFIDENCE?

Test the direction that has emerged. Capture whether you can move forward or want to explore again.

Is there Clarity?

Is there Receptivity?

Is there Confidence?

TEST / WHAT GIVES CONFIDENCE?

Test the solution, choice or direction from the handover field on the previous page. Which insights or signals give confidence?

OUTCOME OF THE TEST

Is there enough confidence to move? Is it congruent in both Being and Doing? What, if anything, still needs attention?

OUR NEXT ROUTE

Choose the route that fits. If you return, note which Key Question will be explored again.

FORWARD / FIRST MOMENTUM STEP

What fitting step follows? Who does what and when?

BACK / CLARITY OR RECEPTIVITY

Which Key Question do we return to, and with what concrete inquiry?

HOW WILL WE RECOGNIZE MOVEMENT?

Which concrete signals, experiences or results do we want to discuss at the next check-in?

NEXT CHECK-IN

INITIATIVE WITH

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