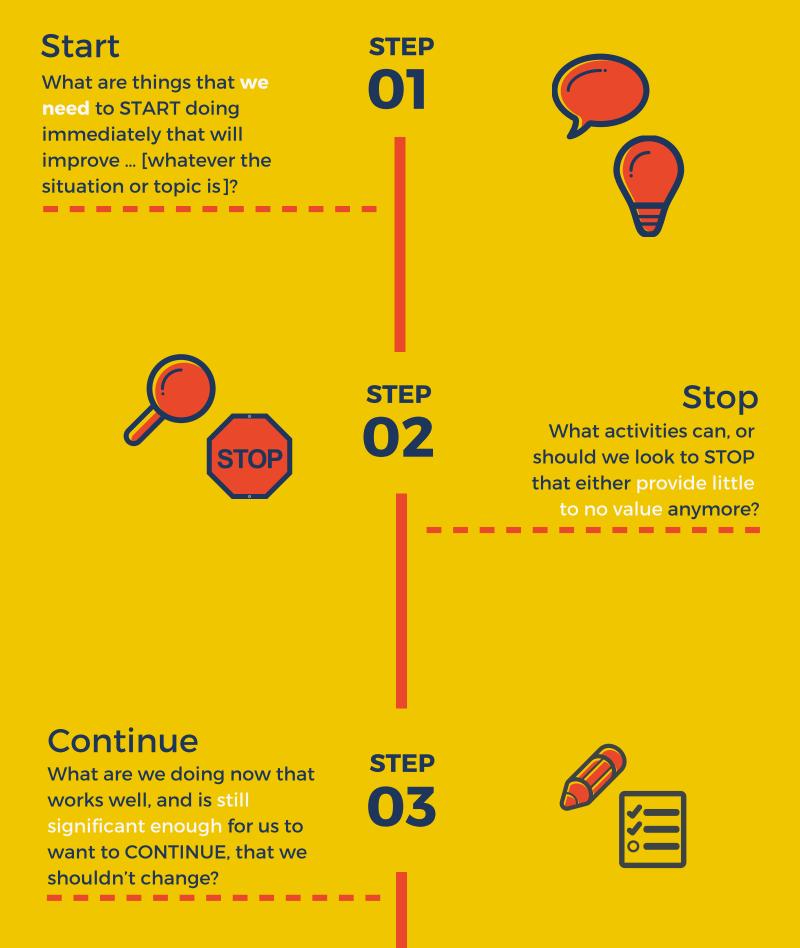# Start, Stop, Continue Sessions

One of the most effective ways to capture feedback from a team is to hold a **Start, Stop, Continue session**. In these focus groups, the facilitator should choose the topic and bucket all feedback under each category accordingly. When done well, these sessions will drive higher employee engagement as long as you **action the feedback**.
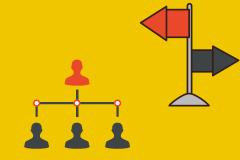
Start

STEP 01

What are things that **we need** to START doing immediately that will improve ... [whatever the situation or topic is]?

Stop

STEP 02

What activities can, or should we look to STOP that either provide little to no value anymore?

Continue

STEP 03

What are we doing now that works well, and is still significant enough for us to want to CONTINUE, that we shouldn't change?

Document Everything

STEP 04

Ask participants to begin sharing their thoughts bucketing each response as a Start, Stop, or Continue

Take Action

STEP 05

Now that you have feedback, do something with it! Identify quick wins and drive positive change.

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