



Your Team 15 for today is the doughnut, and the doughnut is a tool that helps to define roles and responsibilities. It helps you know what you must do and where you can try something new. The doughnut can support people to take risks positively and also give people confidence in knowing exactly what's expected of them. It's therefore a really helpful tool for colleagues to be clear on their roles and responsibilities, both when supporting somebody – the things that they must do, and the things that they can be more creative and use their judgment about – and also when thinking about any job role, in any workplace.

To help decide if something's a core responsibility or it's something where you can use your judgment and creativity, think about the consequences if that thing goes wrong or it doesn't happen – because you can't experiment with core responsibilities. Also, don't forget that the purpose of doing the doughnut is to help colleagues understand where they might be able to try new things or to experiment – you want to be talking to them about what they want to try, and explore with them what support they will need to feel more confident trying something new and being creative. This 'judgment and creativity' section gives lots of opportunities for learning – so do think about capturing that learning; you can either do that through using the 4 plus 1 tool in perhaps a team meeting, or looking at using learning logs and reflecting on them in a one-to-one.