

Resistance Radar

Identify patterns and respond to team resistance

The Resistance Radar turns messy behaviours into observable signals across four dimensions. Mark the signals you see, draft a hypothesis, and pick a first move. Use it each sprint as part of the R>R Flywheel cycle.

Safety

- Silence in retros; few risks taken
- High defensiveness / blame language
- Escalations avoid actual owners
- Psychological safety pulse low or falling
- Bystander stance (see it, don't act)

Control

- Micromanaging; demands for guarantees
- Tool/process mandate triggers pushback
- Decision rights unclear or contested
- Refusal to abandon legacy practices
- Requests for exceptions / side doors

Incentives

- Heroics praised over stable flow
- Shadow work bypasses the backlog
- KPI conflicts (e.g., speed vs. stability)
- Rewards discourage learning time
- Firefighting crowds improvement work

Clarity

- Scope debates every sprint
- Surprise escalations / late changes
- In/out ambiguous; weak entry criteria
- "No ticket, no work" not enforced
- Contract / re-contract cadence missing

HYPOTHESIS

What must be true for this behaviour to make sense?

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FIRST MOVE

Smallest safe experiment or contracting action

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R>R Flywheel

1. Recognise

Make resistance visible as data. Name here-and-now patterns; cluster signals into the four quadrants; draft a falsifiable hypothesis.

2. Reframe

Turn mandates into experiments. Make decision rights explicit; surface hidden commitments; propose a smaller, safer bet. Ensure ≥2 viable options.

3. Re-contract

Convert the new frame into clear, living agreements. Fill or update the contract: purpose, scope, roles, decision rights, confidentiality, success measures.

4. Reinforce

Run a 15-min weekly ritual: Win, Learn, Next Bet. Track on a tiny scorecard. Use supervision or peer consults to catch drift.

Sprint Quickstart

- 1 Review notes and events; mark signals on the Resistance Radar.
- 2 Draft a one-sentence hypothesis ("We think loss of control + fuzzy decision rights drive pushback.").
- 3 Generate ≥2 viable options and pick a small, time-boxed experiment (2 sprints).
- 4 Fill or update your contract (roles/decision rights, confidentiality, success measures, triggers).
- 5 Track a tiny scorecard; hold a 15-minute weekly Resilience check-in (Win, Learn, Next Bet).