

Coaching & Mentoring

Rose-Bud-Thorn

Rose-Bud-Thorn (RBT)

Decision making – Clarity – Reflective Practice – Self-Insight



Target Audience & Background

- RBT can be used in various contexts. It is best known for reflecting on concrete experience and different options to make an informed decision
- In career coaching & mentoring it can be used to evaluate different job opportunities
- In business coaching & mentoring it can be used to evaluate customer feedback
- RBT allows to create some distance and look at an issue from a different perspective
- It can be used in online and offline settings
- The idea is to look at several opinions or options, not just one!

- #self-insight #reflection #decision-making



Description of Intervention

Rose – represents positive experience, things that went well, positive feedback/opinions

Bud – represents opportunities, things that might turn out well, things that might need to be explored in more detail

Thorn – represents more negative experience, things that did not go well, obstacles

Rose

Bud

Thorn

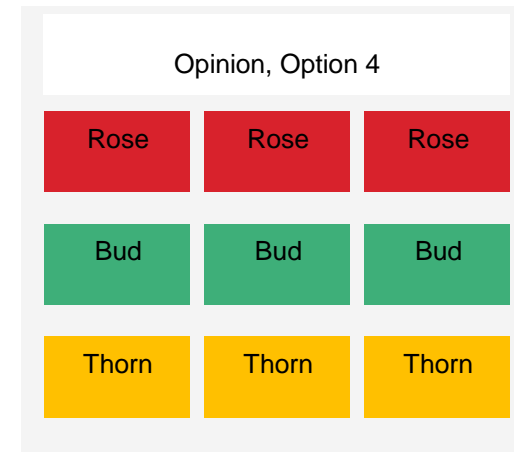
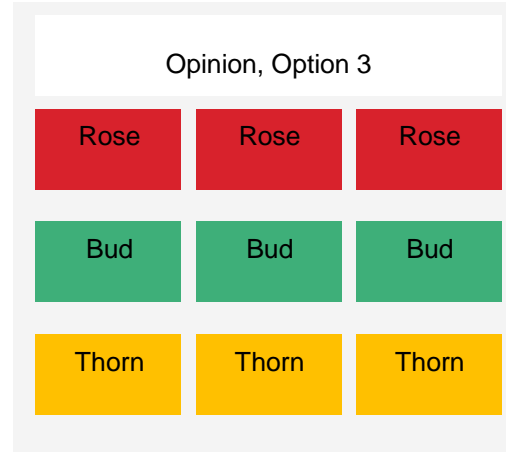
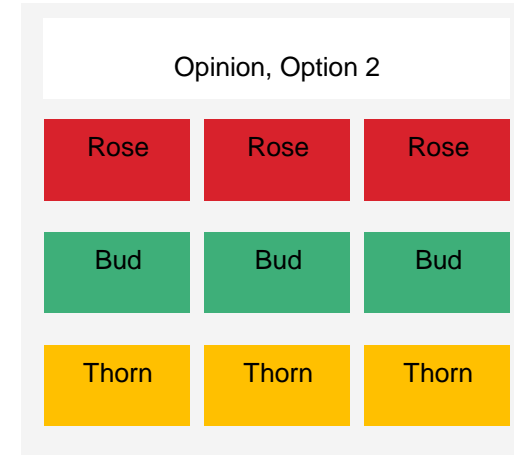
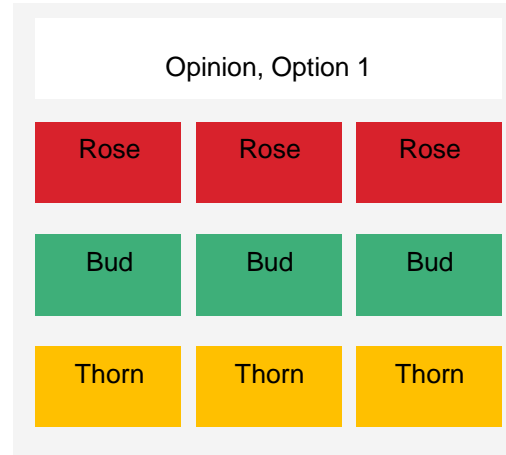
- Assign a colour, i.e. Rose = red; Bud = green; Thorn = yellow
- **Online:** You will find template online (i.e. Mural, Miro, etc.) or you can use a PowerPoint slide
- **Offline:** Use Post-it in three different colours, alternative use different coloured markers
- One idea per text field/post-it
- Guide your coachee/mentee through Rose-Bud-Thorn asking questions
 - Rose – What went well? What else can you think of?
 - Bud – Where do you see opportunities? What else?
 - Thorn – Where do you see room for improvement? What else?
- Don't rush, take your time, silence is good



Example

1. Find a headline for each cluster
2. Allow for sufficient time to explore in favour, against an option, explore opportunities
3. Remember: this exercise is not about quick solutions but all about taking a step back, reflection, self-insights
4. Guide carefully by asking questions, i.e. what else is there to see, to understand, to know, to explore?
5. Add or delete text fields as needed

Tip: Solutions and a way forward will present themselves



What next?

- **Ask reflective questions:** What went well? Where do you see room for improvement? What else could you do/think? Who else might be able and willing to help you?
- **Reflection:** Invite your coachees/mentees to reflect on their experience. Invite them to involve others in the decision making process (Who else might be able to help, i.e. with fresh ideas, contacts?)
- **Scaling:** Scaling might be helpful to identify preferred options or to rate the willingness to follow-up



Avoid jumping to conclusions. Offer time and space to really think *it* through.



Additional resources:

<https://easyretro.io/templates/rose-bud-thorn/>

<https://www.luma-institute.com/rose-thorn-bud/>

<https://www.teamretro.com/rose-bud-thorn>

<https://conceptboard.com/blog/rose-bud-thorn/>

More information: YES! Thinking Space

<https://youngentrepreneurssucceed.com/thinking-space/>

