With

‘Plus. Minus. Next’, ‘Tiny Experiments’, Anne-Laure Le Cunff (2025)

“*Metacognition can be applied in countless ways to help us discover what's next... it's one of the most popular modules I teach at Ness Labs... the most cited reason this module changes students’ lives is a simple tool I created to incorporate metacognition into your everyday life. The tool is called* ***‘Plus. Minus. Next’***

Positive observations go in the first column, ‘Plus’; negative observations in the second column, ‘Minus’; and plans for what's next in the last column, Next.

I use ‘Plus. Minus. Next’ with my team as a way for us to reflect at the end of each week... It ensures that we regularly reflect on what we can do differently moving forward, and it helps keep everyone aligned and motivated... It isn't about making big changes, crafting five-year plans, or finding your purpose. Instead, ***it focuses on incremental adjustments that compound over time.*** *You can identify what you want more of and actively focus your attention on these sources of growth.”* - Anne-Laure Le Cunff

Mon	Tue	Wed	Thu	Fri
+		-		→
what worked		*what didn’t*		*what to do next*

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"'Plus. Minus. Next' is what binds action with reflection. It's the feedback after practice, the thinking that comes after doing, the debugging of life as it unfolds."

– Anne-Laure Le Cunff

- **Plus**. Write down any accomplishment that made you proud. These could be largely work based, but don't neglect other areas of your life such as relationships, hobbies and home life. Your achievements can be big or small, such as completing a project at work or learning a new skill, or small daily victories, such as maintaining a consistent exercise routine. Reflect on moments that brought joy such as special occasions, positive feedback you've received, time spent with loved ones, or even time spent alone. You could also more generally capture what you are grateful for in your life, ranging from meaningful relationships to your health, or the comforts of your home.

- **Minus**. Identify any challenges or obstacles you faced, whether it was a difficult task at work, an unexpected setback or an opportunity you missed. Maybe you experienced a misunderstanding in a personal or professional interaction. Maybe there are tasks you intended to complete but didn't. Acknowledge any mistakes you made, biases you noticed, decisions you regretted. This is also where you can note any areas of your life you feel were neglected such as personal relationships, hobbies, or self-care. Keep track of when you strayed from your healthy habits, such as skipping workouts, eating unhealthily, or not getting enough sleep. If you experienced persistent negative emotions such as stress, anxiety, or frustration, jot these down as well.

- **Next**. Use the insights from both the plus and minus columns to shape your actions for the upcoming week. Consider strategies to foster more of the positive observations listed in the 'Plus' column. This might involve protecting your time for work that brings you joy, or seeking resources to acquire new skills, or finding ways to deepen the relationships that matter to you. Simultaneously, think about constructive ways to address the negative observations from the minus column. You could plan to tackle an unfinished task, set time aside for an area of your life that needs more attention, attempt to break a bad habit, or commit to one activity that supports your well-being.