Experience Grid: The Creative Studio

Experience zone	What it teaches leaders	What it strengthens in teams	Impact on performance and innovation	Examples
Iteration over perfection	Reward drafts, not just polish.	Comfort with messy first steps	Faster innovation, more ideas tested	Prototype hour, work-in-progress reviews
Hands-on making	Facilitate learning by doing.	Engagement, deeper understanding	Better problem-solving	Sketching, models, mapping, role-play
Creative expression	Invite authentic voice and style.	Inclusion, ownership	More original solutions	Expression boards, team soundtrack
Rapid feedback	Coach quickly and constructively.	Openness to critique	Reduced rework, stronger collaboration	Real-time review sessions, "Yes, and . . ."
Playful experimentation	Lower stakes, increase curiosity.	Improvisation, adaptability	Breakthrough ideas, higher morale	Creative sprints, constraint challenges
Embodied collaboration	Shift from passive to active.	Communication, trust	Stronger alignment	Co-created visuals, tabletop builds
Studio rituals	Create rhythms for creativity.	Cultural cohesion	Sustained innovation	Analog Mondays, monthly studio check-in