

Group Norms (Interim)
June 24, 2015

Guiding Principles:

- No one operates alone; we are a cohesive team
- If you don't have the answer, the team will help
- It's okay to be wrong
- Expect to leave the room with next steps and owners; we will each have items to complete

Norms for Collaboration:

All voices are equal

Be open and respectful

- Members are open, authentic and collaborative
- Presume positive intentions

Be collaborative

- Practice authentic collaboration on work, compassion for other's ideas and positions, and continuously strive to improve and achieve the team's goals
- Listen to understand, don't be defensive

Balance advocacy and inquiry

- Present issues in a way that promotes discussion and resolution not accusation and "gotcha's"
- Share all information, up front, to allow for efficient conversation, evaluation and decision making

Foster Trust

- Partner with administration by being transparent and expecting transparency
- Be accountable and responsible to the team, not an individual

Allow Time to Process