

Group Norms

- Use "I" language
- Take space / make space *→ pay attention to order*
→ self-regulate
- Own the impact of your actions, ~~even~~
~~while~~ assuming best intentions *→ acknowledge impact*
- Take a posture of curiosity *for the purpose of understanding, learning & connecting*
- Confidentiality: no attributions with identifiers *what happens here, stays here - including external people*
what's learned here (leaves) here
- Define terms / ask for clarification if something is not clear
- *Speak from your executive state*
- *Be aware of the diversity in the room - encourage it → invite the difference / honor / accommodate it*
- *Seek understanding, not agreement*
- *it's OK to say the thing (you can do hard things)*
- *ouch / oops*
↳ observe what happens
↳ effort for repair