

Sample Group Covenant⁶

Group Values (that Guide our Approach to our Work)

Synergy – Recognize that no one can do alone, what we can do together.

Positive thinking – practice a “Can Do” attitude.

Democracy – practice full participation, self-determination & shared responsibility.

Community – nurture relationships and work to keep everyone “at the table.”

Honesty – help others to understand you and work to understand others.

Creativity – innovate, stimulate.

Flexibility – don’t be a slave to the schedule or the routines.

Efficiency – people’s time is precious, treat it with respect.

Acceptance -- trust that each will do their best and still mistakes may be made.

Group Guidelines (that Help Us to Live-out Our Group Values)

- ✓ Meet regularly and communicate routinely.
- ✓ Call-in and communicate-out meeting agenda items in advance of meeting.
- ✓ Start meetings on time.
- ✓ Record and capture the group’s work -- Use colorful recording.
- ✓ Use a facilitator that can respond to the needs in the group.
- ✓ Be relevant -- Stay on the subject.
- ✓ Invite everyone into the conversation -- Take turns talking.
- ✓ Express concerns. Be real, authentic and say what needs to be said.
- ✓ Disagree with ideas, not with people.
- ✓ Build on others ideas.
- ✓ Assume there are no fixed ideas or un-discussibles.
- ✓ Invite laughter and creativity.
- ✓ Value lively debate. It can promote quality.
- ✓ Work for consensus. Decision Rule: 85% support 4’s and 5’s with no 1’s.
 - 5 I whole heartedly agree
 - 4 I agree, it’s OK
 - 3 I’m neutral
 - 2 I disagree, but will go along
 - 1 I hate this and will work to stop it
- ✓ Use an arbitrator (Project Coordinator) when consensus has been tried & failed.
- ✓ Reach closure on each item and summarize conclusions at end of meetings.

⁶ Based on Reaching for Higher Ground in Conflict Resolution, by E. Franklin Dukes, Marina Pisolish, John Stephens. Jossey-Bass, 2000. ©2000. This material is used by permission of John Wiley & Sons, Inc.