

# ACTIVITY ONE

## ★ Establishing Norms ★

Norms are essentially 'team rules' - agreed upon expectations regarding how you will work together to achieve your shared goal.

**ACTIVITY:** Think of a past negative experience you have had working in a team or on a committee, and identify a specific behaviour that prevented that group from being effective: for example, whining and complaining, arriving late and leaving early, being disengaged during the meetings, and so on. For each negative norm, establish a positive commitment statement (a norm) your team should adopt that, if everyone adhered to it, would prevent the past negative experience from recurring.

### Examples of Team Norms:

- We will maintain a positive tone at our meetings.
- We will not complain about a problem unless we can offer a solution.
- We will begin and end our meetings on time and stay fully engaged throughout each meeting.
- We will contribute equally to the workload of this team
- We will listen respectfully and consider matters from another's perspective.

**Establish 3-4 team norms.**