

# **Sample Group Agreements**

## **A.**

- **While in the group meeting the group is my priority.**
- **Everyone participates and no one dominates.**
- **Right to pass.**
- **Everyone is given the right to their own opinion and all questions are encouraged and respected.**
- **We stay open to new people at every meeting.**
- **We speak respectfully about ourselves and other people (no put-downs)**
- **What's said in the heart-talk stays in the heart talk. (with the understanding that anything said that represents harm to any person will need to be reported. If this step needs to be taken, the sponsor should let the YOUer know that they will be reporting it. It is recommended that the YOUer be given the option to be with the sponsor when reporting, or to even report it themselves.) This confidentiality agreement should be reserved for Heart Talks only, not for every class session.**

## **B.**

- **Listen for understanding – Seek first to understand, then to be understood.**
- **Value multiple perspectives**
- **Speak when you are moved, don't speak when not moved**
- **No put downs of self, others, ideas**

- **Take risks – perhaps thirty percent from your comfort zone**
- **Speak personally, use “I” statements**
- **Practice shared leadership and co-responsibility. Leadership is a decision, not a job description.**
- **Enjoy your learning and act on it!**
- **Respect confidentiality**

**C.**

- **Be Powerful.**
- **Have Fun.**
- **Play Fair.**
- **Learn a lot.**
- **Make this the Best Experience for Everyone.**

## **Community Learning Agreements – The Learning Project**

*(The Art and Ministry of Teaching, by Maggie Finefrock, The Learning Project Press, Kansas City, MO, p. 6)*

1. **Be Powerful**
  - **Develop the power within you and others**
  - **Honor your uniqueness and the uniqueness of others**
  - **Use power with others vs. over others**
  - **Take appropriate risks**
  - **Be authentic and fully present**
2. **Have Fun**
  - **Use your sixth sense – sense of humor!**
  - **Reduce/eliminate unproductive stress**
  - **Enjoyment is required/allowed/encouraged!**
  - **Laugh with others, not at others**
  - **Be creative**
3. **Play Fair**
  - **Protect confidentiality**
  - **Value, honor and appreciate diversity and multiple perspectives**
  - **No put downs**
  - **Confront respectfully – use advocacy/inquiry skills**
  - **Fairness is what we agree upon – keep your agreements**
  - **Practice shared leadership and co-responsibility**
4. **Learn a lot**
  - **Do your best**
  - **Learn collaboratively**
  - **Honor reflection time and the power of silence**
  - **Discern between fact and perception**
  - **Transfer learning and skills – put it into practice!**
  - **Persist**
5. **Make this the Best Experience for Everyone**
  - **Use the Platinum Rule – treat others the way they would like to be treated**
  - **Release human potential, yours and others**
  - **No gossip or triangulation**
  - **Speak up and speak the Truth. If it's relevant, say it**
  - **Use I statements and proactive problem solving**
  - **Listen for understanding, as an ally**

- **Seek consensus, enjoyment, results exceeding expectations.**