

Group Agreements

Purpose

To acknowledge our biases and set expectations.

Objectives

- Acknowledge our biases in facilitation
 - Facilitation requires planning content and managing the process; facilitator is responsible for managing both
- Have shared language
- Set expectations
- We are a group with work to do in order to meet objectives
- Serve as a behavioral nudge
- Normalize culture

Process

- Start with best practice group agreements
- Present each agreement individually and allow for discussion
- Allow space for participants to add to the list

Best Practice Group Agreements

- Confidentiality
- “I” statements
- Take space/make space
- Tackle the problem, not each other
- Intention is different from impact
- Be present



Facilitation Observations