



Sample Agreements

Potential agreements to draw upon if you would like to suggest some to the group.

- Make space for everyone to share (including silence)
- Permission to pass with dignity
- W.A.I.T. -- Why am I talking?
- Hold space for tension and silence
- All emotions are OK. It's okay to laugh/cry/feel.
- Connect before correct. Trust, even when in disagreement, the good intentions of others.
- Being reciprocally present
- Speak your truth. Be authentic.
- Allowed to make mistakes and learn from them. We forgive each other.
- Do what you need to do to take care of yourself. Acknowledging our bodies physicality.
- You're only right for you, and you're only right in this moment.
- Education and Exploration. It is okay for us all to be at different places with things we discuss. If something is new, lean in. If you know it, listen with the intent to teach.
- Speak from the "I" perspective.
- Listen to understand, not to respond.
- Step up, step back. If you usually speak up often or you find yourself talking more than others, challenge yourself to lean in to listening and opening up space for others. If you don't usually talk as much in groups and do a lot of your thinking and processing in your own head, know that we would love to hear your contributions, and challenge yourself to bring your voice forward in the conversation.
- Respect silence. Don't force yourself to fill silence. Silence can be an indication of thought and process.
- Share, even if you don't have the right word. Suspend judgment and allow others to be unpolished in their speaking. If you are unsure of their meaning, then ask for clarification.
- Uphold confidentiality. Treat the candor of others as a gift. Assume that personal identities, experiences, and perspectives shared in this space are confidential unless you are given permission to use them.
- Lean into discomfort. Learning happens on the edge of our comfort zones. Push yourself to be open to new ideas and experiences even if they initially seem uncomfortable to you.