

1. Team Reflection:

After some disciplined dialogue for shared understanding and then discussion, decide which of the 'Norms' you will focus on:

- The 'norm/s' we will focus on for further team development:

2. Action plan for the team:

2-3 agreed concrete actions going forward to develop norm/s in the team:

- 1.
- 2.
- 3.

***Use the related inventory section at future meetings to see how you are tracking
(see attached inventory).***

For further consideration:

When teams have looked at the norms in detail, the next stage is to develop the norms in relation to one another. For example:

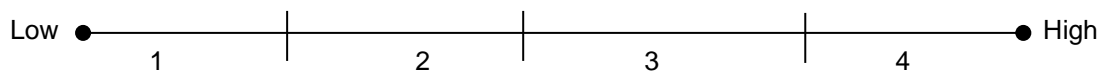
Linking together the first three norms:

Groups give themselves a powerful gift when they establish this pattern as a norm; pause, paraphrase and question for details, pause, paraphrase and question for a wider range of thoughts; pause, paraphrase and question about feelings.

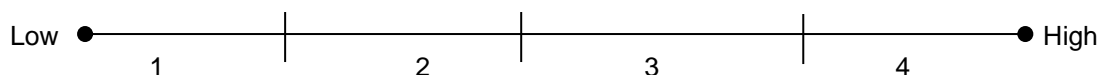


1. Pausing to allow time for thought

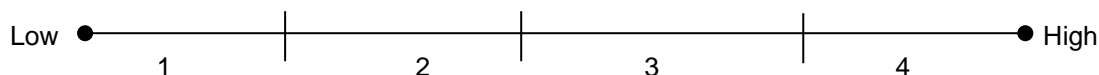
a. We pause after asking questions



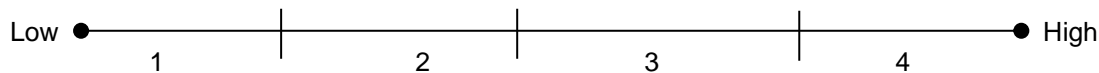
b. We pause after others speak to reflect before responding



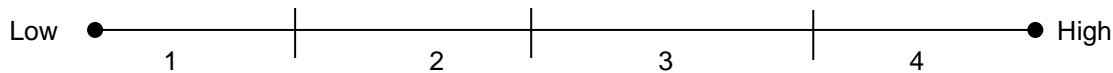
c. We pause before asking questions to allow time for artful construction


2. Paraphrasing within a pattern of pause – paraphrase – pose questions to ensure deep listening

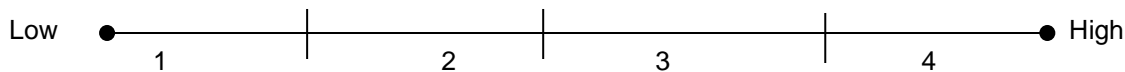
a. We listen and respond with acknowledging paraphrases.



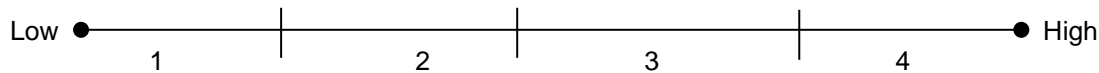
b. We listen and respond with organising paraphrases.



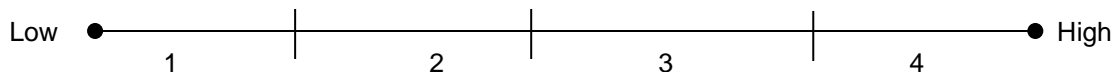
c. We listen and respond with abstracting paraphrases.


3. Posing Questions to reveal and extend thinking

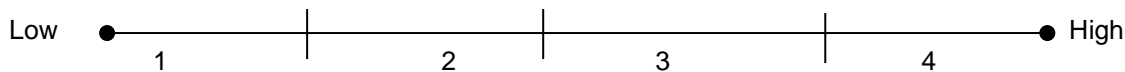
a. We pose questions to explore perceptions, assumptions and interpretations.



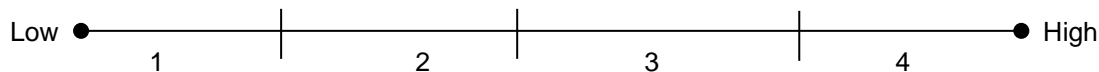
b. We inquire before putting ideas on the table and before we advocate.



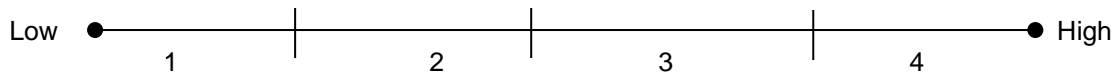
c. We seek specificity of data, assumptions, generalisations and the meaning of words.


4. Putting ideas on the table and pulling them off

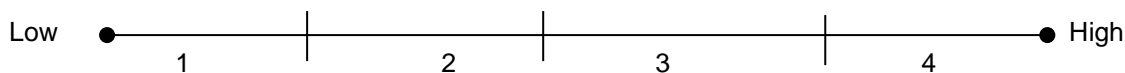
a. We state the intentions of our communications.



b. We provide the relevant facts, ideas, opinions and inferences.

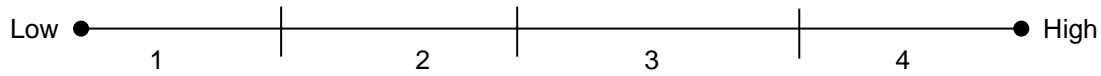


c. We remove or announce modification of ideas, opinions and points of view.

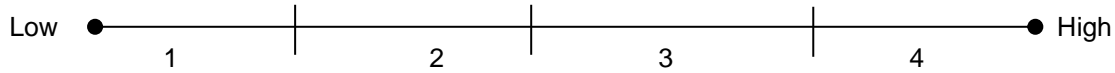


5. Providing data to structure conversations

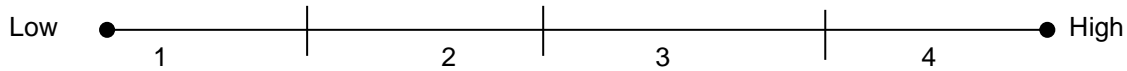
a. We present specific, measurable, observable information.



b. We present data without judgments, opinions or inferences.

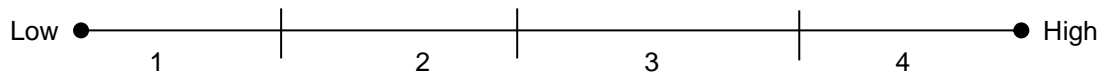


c. we offer multiple types of data to broaden understanding.

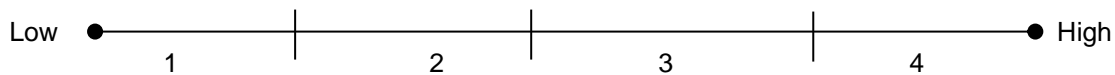


6. Paying attention to self and others to monitor our ways of working

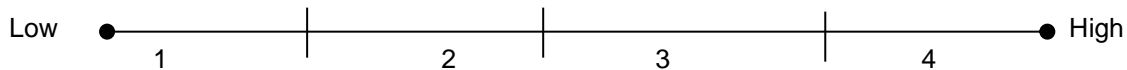
a. We balance participation and open opportunities for each other to contribute and respond



b. We restrain our impulses to react, respond or rebut at inappropriate times or in ineffective ways.

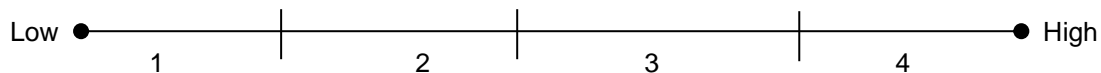


c. We maintain awareness of the group's task, process and development.

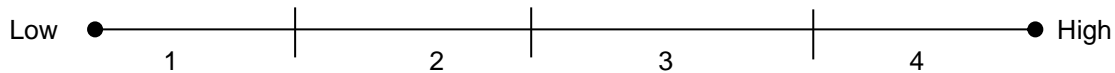


7. Presuming positive intentions to support a non-judgmental atmosphere

a. We communicate respectfully whether we agree or disagree.



b. We embed positive presuppositions in our paraphrases, summaries and comments.



c. We embed positive presuppositions when we pose questions.

