

NORMS PROTOCOL

Goal: Set norms so that we individually and collectively uphold the conditions required to demonstrate leadership—motivating work, leadership opportunities, safety to take risks, and belief in ourselves and others.

Rationale: This space and the work that happens inside it belong to all of us.

Considerations for norms:

- Hopes for this year—What would make this class a wild success for you?
- Fears for this year—What do you worry might happen? What norms might prevent that outcome?

My suggested norms: What norms would you suggest to help us reach our goals?

Express your suggestions and receive those of others.

- Share your ideas in the form of team norms.
- As everyone shares, mark your own paper using the following key.
 - ✓ means your norm has already been shared (by you or someone else).
 - ? means you are reconsidering your norm based on what others have shared.
- Strike through any ideas you do not want to share.
- Share your norms until all of them have been shared or reconsidered.
- As a team, discuss the desired norms until you reach a draft.

Reflection:

- Once the list is in draft form, record each norm in the space given. Mark up the norms using the following key.
 - ★ means you agree to this norm and think you will be able to follow it.
 - ! means you disagree with this norm and would like to discuss more.
 - ? means you agree with this norm, but you think it will be hard for you to follow.
- Share your thoughts with the team as you talk through anticipated challenges. You will have opportunities to adjust norms or share what support you need in reaching them.
- Record your norms and agree to them with your signature.

Collective suggested norms:

Source: Adapted from Wentworth, M. (n.d.). Forming ground rules (Creating norms). Accessed at www.clee.org/resources/forming-ground-rules-creating-norms on April 20, 2025.