Sample Norms

The best norms are those created by the team that will be using them. The sample norms included in this tool come from three teams that were intentional about how they wanted to show up for one another. Team members were thoughtful about the meaning of each word and the behaviors expected of self and others. Ambiguous words or concepts, such as *presuming positive intent*, *trust*, or *respect*, were explored more deeply.

Although this collection of norms comes from the Tahoe Truckee Unified School District in California, it highlights the unique value of each school crafting its own agreements. These norms reflect the distinct culture of each school and how they choose to show up for one another, fostering a sense of identity and shared commitment.

1. **Glenshire Elementary**

   - Love every idea for one minute, then discuss.
   - Listen first to understand, then be understood.
   - Be focused, present, and purposeful in all things.
   - Presume positive intent.
   - Conscientious confrontation supports team growth.
   - Don't take yourself too seriously.
   - Celebrate one another.
   - Ensure the learning of all students.

2. **Alder Creek Middle School**

   - Ask questions.
   - Engage fully in the learning process.
   - Integrate new information.
   - Open your minds to diverse views.
   - Utilize what you learn.
   - Monitor your own devices.

3. **North Tahoe High School**

   - Students' needs are the top priority and used to filter all decisions.
   - Treat each other with dignity and respect.
   - Presume positive intentions.
   - Encourage and value input from all; listen fully and reflectively.
   - Model shared accountability to the team goals, strategies, and outcomes.
   - Stay on the agenda, and honor time.

From these examples, notice there are only two norms that address how the team wants to handle conflict: "Conscientious confrontation supports team growth" and "Treat each other with dignity and respect." This is a pattern we see repeat itself whenever we examine team norms. Given that conflict will occur as a natural phenomenon of collaboration, encouraging teams to add a norm before the work gets hard (the pseudo stage of community and group development) will support their best work.

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