**Ground Rules for A Courageous Conversation**

* Stand in inquiry:

Turn judgment into curiosity = Turn conflict into shared learning = Turn defensiveness into self-reflection = Turn assumptions into questions

* Search for the genuine and the practical
* We are in a time of exploration, reflection, discussion and opportunity to move into action individually and collectively across and throughout this team and the organization.
* Own your impact – assume positive impact
* Be comfortable in your discomfort
* Self-flagellation is not what we are here for (this is not a test of your strength and how engaged/woke you are, it’s about growing)
* Find positive energy in difference
* Zoom in and zoom out
* Be like a turtle!

**Agreements**

Put on easel. Reva and I Friday morning

* We will hold stories and personal sharing in confidentiality
* We listen with compassion and curiosity
* We speak with intention and to contribute to the whole
* We accept there is a lot we do not know or understand
* We assume positive intent
* We ask for what we need and offer what we can