Team Norm Exercise

Norm:	Definition:
Positive Behavior Examples: + + +	**Negative Behavior Examples:** - - -

Instructions:

1. Break into sub-teams and assign team norms (e.g., meetings, communication, decision making, accountability).

2. Each sub-team defines the team norm and provides *at least* 3 positive and 3 negative examples of the norm.

3. Each sub-team reports out to the group for discussion, feedback & input.

4. The norm is finalized and followed.

Team Norm Example

Norm: Decision Making	**Definition:** The process by which decisions are made within the team.
Positive Behavior Examples: + Relevant team members are consulted for input. + Healthy disagreement, debate and opinions are actively encouraged during the decision-making process. + Not speaking up during the decision-making process even though they disagree or have a different opinion. + Once a decision is made, it's not revisited unless there is new, relevant, material information. + Once a decision is made, team members support it both publicly and privately even if they disagree with it.	**Negative Behavior Examples:** - People whose job is directly impacted are not consulted during the decision-making process. - Disagreement or contrary opinions are discouraged, silenced, or avoided during the decision-making process. - If a person disagrees with the outcome, they let others know even after the final decision is made. - Decisions are revisited repeatedly despite no new material information. - It takes more than 3 discussions to decide.