

## Decision-Making Norms

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When we make decisions in our team, we agree to:

- ❖ Listen to each others' ideas and seek to understand them, even if we don't agree with them.
- ❖ Paraphrase someone else's ideas before contradicting them.
- ❖ Acknowledge what's valuable about someone else's ideas (and not just criticize them).
- ❖ Build on the ideas of others (and not push our own).
- ❖ Ask for and accept feedback on our ideas (and not get defensive about our ideas).
- ❖ Be open to accepting alternate proposals (and not block suggestions).
- ❖ Focus on facts (and not engage in arguments based on feelings).
- ❖ Be aware of our emotions and manage them.
- ❖ Be kind and compassionate to each other.