Examples of Group Norms

- Start on time
- End on time
- Express genuine feelings
- Productively address conflict during meetings
- Keep individual comments confidential
- Each person will have opportunity to be heard
- Listen to and hear one another's viewpoints
- Address issues not personalities
- Publicly support decisions made by the group
- Arrive prepared
- Turn off cell phones
- No 'outside' business during sessions
- Make decisions by consensus
- Limit 'air' time
- Celebrate accomplishments
- Share promising practices

Tips for Norms:
Develop norms by consensus
Review norms at each session
Periodically assess effectiveness of their use
Add, delete, or renegotiate norms as the need arises
Refer to norms during the session to prompt members
Failure to abide by the norms, establishes unwritten norms

NORMS EXIST WHETHER OR NOT YOU ACKNOWLEDGE THEM