

A2Z Communication Practices

Mostly based on Visions Inc., "Guidelines for Productive Work Sessions"

1. **WHOLE-HEARTEDNESS:** The willingness to engage whole-heartedly, "to plunge in," by making your best effort to join in, bringing yourself forth fully as possible in each moment. Drawing from the Soto Zen practice response of "Hai!" or "Yes, I will!"
2. **INTENT & IMPACT:** The intent to "bring yourself forth fully" is not separate from how we are connected. Denying how what's been said or done by insisting on one's intent can be more harming to an interaction than to owning its impact.
3. **THE PRECEPT OF "AND":** Use "and" when you want to say "but." Speaking in this way brings in the possibility of holding complex points of views or states, fostering a sense of more possibilities instead of oppositions or limitations.
4. **INCLUSIVE SPEECH:** Practice speaking to connect as opposed to divisive. This includes learning to give feedback skillfully. Refrain from blaming and shaming.
5. **DEDICATED/DEEP LISTENING:** Be present fully to yourself and others as you communicate. "Let the myriad things come forth to inform you".
6. **"HERE" SPEECH:** Be aware of when you use "like", "you know", "just", or other expressions when they don't reflect fully inhabiting (& therefore, more fully acknowledging or being accountable for) your experience/life. Be here now!
7. ***LOCATION AWARENESS:** Commit to co-creating full participation of all present. Be aware of who is speaking and who is not. Consider your "social location" within all interactions and try on different "locations." For instance, if you tend to speak often or first, consider "moving back" -- and vice versa.
8. **CONFIDENTIALITY:** Share what you've learned today without identifying others (unless they've given permission). If you want to connect with someone on what they've shared (during or after an exercise or session), ask their permission first to make sure they want to revisit it again in the current time or setting.
9. **"I PASS":** You always have the right to pass. – And, as un/re-learning communication style is a practice & thus you may be encouraged to "try it on", please use this phrasing for clarity for all.

*While these are all important, in these times, we will bring full awareness to our practice of #7