

Proposed Guidelines*

- "Try on"
 - Be open to “trying on” another person’s perspective or idea when it is offered, in place of our own held beliefs.
- It's okay to disagree
 - We can value each other as fellow human beings and not hold the same opinion on everything.
- It is not okay to blame, shame, or attack, self or others
 - Disagree with ideas, not people. Don’t say “This is a stupid idea, but . . .”
- Practice "self-focus"
 - Pay attention to what is going on with you. Speak in “I” statements. Speak up when there has been a negative impact.
- Practice "both/and" thinking
 - Try holding seemingly contradictory ideas simultaneously. See if you can use “and” in place of “but.”
- Notice both process and content
 - Be attentive to how things are said as well as what is said. Also notice what may be missing.
- Be aware of intent and impact
 - Well intended comments are not always received as such. We need to be mindful of the impact we can have on others.
- Create a Courageous Space
 - Given the various power differentials present, it is not a “safe” space. We will strive for it to be a space where hard truths can be spoken with respect and care.
- Step Up, Step Back
 - Be mindful of “airtime.” If you are one who often holds back, speak up a little more often. If you have spoken already, let someone else’s voice be heard. If your point has already been made by someone else, it can be affirmed, and for the sake of time, perhaps it does not need to be restated again.

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