Group Ground Rules

Advance preparation: Write out the ground rules on a big sheet of paper.

Activity:
- Introduce the ground rules to the group, giving background explanations on what they mean and their purpose.
- Ask for feedback from the group on modifying these rules or adding new ones.
- Ask everyone to show they agree and commit to the ground rules by doing a physical action, such as a 1-2-3 clap (clap once, pause, clap twice, pause, and then clap three times, all together).
- Post the sheet of paper up somewhere on the wall where everyone can see it.

Ground Rules

- **100% Responsibility**
  *Explanation:* We ask that you take 100% responsibility for your experience here. This means that if you don’t understand something that is being said, then speak up and ask a clarifying question. Be responsible for making sure you remain engaged and involved throughout the workshop. If something is not meeting your needs, then please speak up and let us know.

- **Self-Care**
  *Explanation:* If you need to eat something, drink water, go to the bathroom, or get out of the sun, make sure that you do that. Take care of yourself and make sure that your physical needs are being met.

- **Practice Both/And Thinking**
  *Explanation:* Refrain from holding an “either/or” perspective. Try to see multiple points of view about a topic at the same time. Recognize where multiple things – not just one thing – are true about a subject. Practice speaking with others in a way that lets you explore many truths. Rather than listening immediately for what’s right or wrong, entertain that the truth main involve both ideas.

- **OK to Disagree**
  *Explanation:* Its ok to disagree with each other, but not ok to blame, shame, or attack.

- **Step Up/Step Back**
  *Explanation:* If you are a person who normally talks a lot, then try to ‘step up’ listening and ‘step back’ talking. If you are a person who normally stays quiet, then try to ‘step up’ your speaking and ‘step back’ your listening.