

## **Inventories: Norms II**

Information Processing: Exploring and Discovering, Organizing and Integrating  
See Appendix C or [www.adaptiveschools.com](http://www.adaptiveschools.com)

### **PROCESS**

- Select a facilitator.
- In the current meeting, trios or individuals assess how the full group is adhering to the seven norms of collaboration and their subsets.
- Individuals average their data on each of the norms and mark the average.
- Individuals select a pen color different from the others and plot their data on a master scale.
- Facilitators lead a conversation in which group members share their perceptions and personal goals.
- As a group, identify one or two norms to which the group will rededicate its energy.
- Commit to periodically monitoring the group's use of the norms.

### **ALTERNATIVE**

- Conduct the study and recommendations as a full group when group size is 12

cont.

or fewer. When the full assembly is much larger than 12, conduct the study and recommendations in groups of about 6.

## TIPS

- These norms are behaviorally descriptive and therefore different from the setting-norms process that groups sometimes use. These norms are viewed as working agreements.
- If individuals resist because they think the norms are a way of controlling behavior, help members to reframe that perception by stating that the norms of collaboration are about respect, courtesy, and contribution.
- Download full instructions and inventories from [www.adaptiveschools.com](http://www.adaptiveschools.com).

## NOTES AND APPLICATIONS

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