

Inventories: Norms I

Information Processing: Exploring and Discovering, Organizing and Integrating
See Appendix B or www.adaptiveschools.com

PROCESS

- Administer the norms inventory.
- Members mark the frequency with which they usually use these norms in meetings.
- Share with a partner.
- Explore what would have to happen for individuals to increase the frequency of some of the norms.
- 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 or fewer. When the full assembly is much larger than 12, conduct the study and recommendations in groups of about 6.

cont.

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.

NOTES AND APPLICATIONS
