

Set and Test Working Agreements

Decisions

PROCESS

- A group member says, “I notice that our meetings are not starting on time Could we make an agreement to start on time? (Set agreement).
- The facilitator leads a conversation in which the group develops an agreement.
- In a later meeting a group member says, “I’d like to talk about the agreement we made to start our meetings on time. I notice we are not doing it. What has to happen to keep our agreement?” (Test agreement)
- The facilitator leads a conversation in which the group develops an agreement.

ALTERNATIVES

- A group member requests that this topic be placed on the agenda.

TIPS

- This relates to the group-member capability of knowing when to self-assert and when to integrate.