

Event Garde's Community Agreements



- **Make space, take space**
 - Let one person share at a time
 - Ask yourself W.A.I.T and W.A.I.N.T.
 - Ask yourself if it's already been said
- **Encourage healthy conflict/tension**
 - Address problems, not people
 - Share your experience/feelings
 - Practice letting go of defensiveness
 - Practice calling one another in vs out
- **Listen to understand vs. respond**
 - Ask questions of clarity
 - Reflect back: "I understood you to say..."
 - Use tech to keep you in the room
- **Value effectiveness over efficiency**
 - Spend our meeting time on tasks/relationships that add value to our work
 - Post values and agreements during meetings
 - As often as possible, use collective decision-making practices when impacting the team
- **We are all learning, we are all wise**
 - Share your expertise
 - Make space for the expertise of others
 - Share from your own experience
- **Both/and thinking**
 - "Yes, and...."
 - "I understand you and..."
- **Take accountability**
 - Use "I" statements
 - Tend to the impact vs the intent
 - Oops and ouch
- **Take good care of ourselves**
 - Maintain schedules that allow for non-work needs
 - Communicate changes to shared work tasks based on needs of all involved