

Group Norms

Housekeeping – 101 – Low Trust – 5 Mins – szp.guide/groupnorms

Materials

- Group norms participant sheet

Setup

- N/A

Facilitator Framing

- This activity allows you to set norms and intention for the space. Some educators do group generated ground rules or full-value contract, however we have found this facilitation method to be the most time efficient and effective way to facilitate group norms and set the tone of a productive learning environment.

Goals & Learning Outcomes

- Participants will understand and express personal investment in the group norms for the training.
- Participants will connect with why these group norms are important for the dynamic of the training.

Process Steps

1. Frame the activity. For example, “Before we get any further into the curriculum, we are going to take a moment to talk about group norms. The page of group norms is not our expectations of you, but things participants tend to ask for from one another. We’d like to hear from you if any of these strike a chord.”
2. Read the first group norm “Be smarter than your phone.” Ask participants if this is important to anyone. Follow up with anyone who says it is important and ask them to share with the group why it is important to them. After they’ve shared, move onto the next one on the list and continue this way until all group norms are covered.
3. Share any additional context that you would like to as a facilitator for why these group norms are important the type of environment that you want to create in the training.

Wrap-up

If there is anything additional that you as a facilitator want to say specifically for *this group* you’re working with, this is the best time to do so.

Group Norms

1. Be Smarter than Your Phone

No matter how good you are at multitasking, we ask you to put away your phone, resist from texting and all that jazz. We will take a break and you can send a quick text, snap, tweet, insta, etc. at that point. If you are expecting a phone call you cannot miss we will not judge!

2. Questions, Questions, Questions

Please feel free to ask questions at any time throughout this training. Unless someone is mid-sentence, it is always an appropriate time to ask questions. Even if it isn't relevant to the topic, throw it out there – get it off your mind and on to ours.

3. Vegas Rule

Slightly modified! So during the training someone may share something really personal, may ask a question, may say something that they wouldn't want attached to their name outside this space. So remember that **what is said here stays here and what is learned here leaves here**. You're welcome to share anything that we say in this space with others and attach it to our name but we respectfully request that you take away the message from others' shares and not their names.

4. LOL

We really appreciate it if, at some point, y'all could laugh! This training is going to be fun, and we'll do our best to keep it upbeat, so just know... it's ok to laugh! Laughter indicates that you're awake, that you're paying attention, and that we haven't killed your soul. So yeah... go ahead and do that!

5. Share the Airtime

If you are someone who participates often and is really comfortable talking – awesome! Do it. Also we ask that you try to remain aware of your participation and after you've shared a few times to leave space for other people to also put their ideas out there. If you usually wait to share... jump in!

6. Reserve the Right to Change Your Mind

If you say something and then later disagree with yourself, that is a-okay! This is a safe space to say something and then later feel differently and change your mind. We even encourage it. As a wise Safe Zone participant once said, "Stop, rewind, I changed my mind."