

Engagement Guidelines

- 1. OPEN AND HONEST COMMUNICATION**
- 2. ANTICIPATE YOUR IMPACT ON OTHERS BEFORE YOU SPEAK**
- 3. PARTICIPATE FULLY (COMFORT ZONE +1); EXPECT DISCOMFORT IF LEARNING**
- 4. SPEAK FROM PERSONAL EXPERIENCE**
- 5. LISTEN RESPECTFULLY; LISTEN TO LEARN**
- 6. SEEK TO UNDERSTAND; EXPECT DISAGREEMENT & LISTEN HARDER**
- 7. SHARE AIR TIME: MOVE IN, MOVE OUT**
- 8. BE FULLY PRESENT**
- 9. BE OPEN TO NEW PERSPECTIVES**
- 10. EXPLORE IMPACT; ACKNOWLEDGE INTENT**
- 11. EXPECT PEOPLE TO LEARN AND GROW; DON'T FREEZE-FRAME OTHERS**
- 12. TAKE RISKS; LEAN INTO DISCOMFORT; BE BRAVE; ENGAGE**
- 13. RESPECT AND MAINTAIN CONFIDENTIALITY**
- 14. NOTICE/DESCRIBE WHAT YOU SEE HAPPENING IN THE GROUP, IN YOU**
- 15. RECOGNIZE YOUR TRIGGERS; SHARE IF YOU FEEL TRIGGERED**
- 16. TRUST THAT DIALOGUE WILL TAKE US TO DEEPER LEVELS OF UNDERSTANDING AND**

ACCEPTANCE

- 17. ENGAGE & EMBRACE THIS OPPORTUNITY; WE WON'T BE FINISHED**