

“Starter Kit” of Working Agreements

Based in *Gracious Space: A spirit and a setting where we invite difference and learn in public*



Spirit: The spirit of Gracious Space asks that we are self-aware and bring our best selves. We can be Gracious Space. We can be the change we want to see in the world by intentionally modeling compassion, curiosity, listening, and collaboration.

Setting: The physical environment can support or impede our ability to work with others. By paying attention to hospitality, room arrangement, access, history, time, and place, we can create a thoughtful and accessible setting.

Invite Difference: This is the willingness and ability to welcome and seek out ideas, people, and perspectives with the intent of getting smarter before making a decision, even if these are different, inconvenient or uncomfortable. Inviting difference fosters inclusivity and a strategic pathway to better understand complexity.

Learn in Public: In Gracious Space people listen more and judge less. We take risks, pay attention to our learning, and share lessons learned. We let go of being right and are open to learning from difference and becoming a learning community.

* *Center for Ethical Leadership, 2004*

Suggested Agreements for today:

- Bring your best self
- Speak for yourself and your own perspectives
- And, listen from an enterprise-view
- Listen with an open mind and be willing to consider and learn from other perspectives
- All voices matter: Respect and share air time
- Stay on subject; stay on task
- Cell phones are on silent notification
- Respect confidentiality where appropriate
- Have fun