

Norms of Collaboration

Establishing Norms

Norms, ground rules, or agreements are important for a group that intends to work together on difficult issues or will be working together over time. The norms may be added to or condensed, as the group progresses. Starting with the basic norms builds trust, clarifies group expectations of one another, and establishes points of reflection to see how the group is doing regarding process.

Steps in Establishing Norms

- Each person in small groups of 4 to 6 write for 1 to 2 minutes in response to the first question.
- Then, each person shares his/her ideas (1 minute per person).
- Next, each person writes for 1 to 2 minutes in response to the next question.
- Each person shares his/her responses (1 minute per person).
- Continue through all the questions.
- All the groups come back together to discuss their proposed norms.
- Work for consensus on the final set of norms.

Questions

When I think about groups that have worked exceptionally well, I realize that in those groups we...

When I think about groups that worked exceptionally poorly, I realize that in those groups we...

Therefore, I think that for us to work together we need to...