

12 OPERATING PRINCIPLES

Valuable Ways of Being

1. Be responsible for creating value for myself and others.
2. Make it safe for each other and myself.
3. Be present - stay in the game.
4. Take myself lightly.
5. Declare that there is nothing wrong or broken – *here and now*.
6. Declare that each person's contributions are valid and valuable.

Exploration Listening and Speaking

7. Listen newly, be intentionally slow to understand.
8. Own my perception and my participation – use "I" statements.
9. Explore *truths* - mine, theirs and ours.
10. Confront and deal with real issues and situations.
11. Be direct *and* sensitive.
12. Be responsible for what gets heard.