The most successful teams clearly identify a few helpful rules to guide team behavior.  These are not core values, they are simple reminders of behaviors that will help them perform at their best.  Personal Commitments and Team Norms help us align around areas that we know are important to be accountable for if we want to be more productive, have better meetings, and thrive as a team. Choose norms that will prompt you to act in ways that you might otherwise avoid but are nevertheless helpful.

Review the sample norms below created by various teams. Which 2-3 norms would be most helpful for your team? What norm would you add to this list that would address a persistent team need? Feel free to modify the language to fit your needs or situation.

|  |  |
| --- | --- |
| **GENIUS** |  |
| * Acknowledge that every job is a six-letter job
* Utilize all 6 geniuses for every project/ endeavor
* Use our profiles as a ranking not a rating
 | * Identify when my genius is helpful & necessary and when to regulate
 |
| **MEETING/ALTITUDES** |  |
| * Ensure productive conflict takes place in the ID loop (invention/discernment)
* Draw the line before/ during each meeting (identify the altitude/stage of work to keep conversation at the right altitude)
* Ask and agree upon what the work requires
* Teammates hold one another accountable to regulate their geniuses
 | * Call out genius stew
* Avoid turbulence - (call it out when we change WG elevation abruptly)
* Frequently review team map and gaps
 |
| **RESPONSIVE/DISRUPTIVE** |  |
| * Everyone weighs in
* Make time for advocacy and inquiry (? + ! = effective meetings)
* Solicit opinions and feedback from responsive geniuses
* Declare what genius you are operating in during conversations (i.e. “I am inventing right now, not galvanizing)
 | * Normalize unsolicited, constructive feedback with each other
 |
| **STAGES OF WORK** |  |
| * Identify stage of work for all projects
* Commit to not skip a stage (skipping stage = skipping people)
* Ensure that all initiatives or projects start with Wonder
 | * Activate- (make sure projects don’t go from ideation > implementation)
 |
| **GUILT/JUDGEMENT** |  |
| * Be WG self-aware - (know when to regulate your genius and when to be disciplined about spending time in your frustrations)
* Acknowledge others’ contribution in their areas Working Genius
* Seek to understand more than to be understood
* Don’t “gift” Geniuses or hold onto Frustrations (don’t assume everyone wants to live in your area of genius or keep work thinking it’s everyone’s frustration)
 | * Don’t put people in the Competency Trap
* Ask for help from team members when it comes to your areas of frustration
 |