

HPCSD Sanctuary Norms

Norm Description	Reflective Questions
Emotional Intelligence	
<ul style="list-style-type: none"> • Take risks to honestly share what you feel • Verbalize concerns when they arise • Be kind and compassionate with yourself and others 	<ul style="list-style-type: none"> • Am I having an emotional response to the topic/discussion? • Have I taken responsibility for sharing my thoughts/feelings? • Have I been timely in addressing my concerns?
Social Learning	
<ul style="list-style-type: none"> • Learn and teach each other the Sanctuary model including the Commitments and tools • Change patterns of thinking and behavior, due to our understanding of the Commitments and tools 	<ul style="list-style-type: none"> • Am I practicing the tools in this meeting? • Am I modeling what I have learned outside of meetings? • Do I identify the Commitments and tools when I see them used?
Social Responsibility	
<ul style="list-style-type: none"> • Explicitly practice the Commitments • Conduct yourself with intentionality, mindfulness, and ownership. 	<ul style="list-style-type: none"> • Am I fully engaged? • Am I distracted by my computer? • Am I practicing this in all of my interactions with others? • Have I been supportive of my colleagues' efforts?
Non-violence	
<ul style="list-style-type: none"> • Resolve conflict at the source • Treat others as they like to be treated 	<ul style="list-style-type: none"> • Have I gossiped during or outside of meetings? • Have I participated in excluding/aligning against others? • Have I used email in a harmful way? • Have I contributed to creating safety in our team?
Open Communication	
<ul style="list-style-type: none"> • Communicate with transparency • Being willing to acknowledge the "elephant" 	<ul style="list-style-type: none"> • Am I creating cohesiveness with my words/actions? • Is my communication True, Helpful, Insightful, Necessary, Kind?
Growth and Change	
<ul style="list-style-type: none"> • Address losses and let them go in order not to become stagnant • Plan for the future through the lens of Sanctuary 	<ul style="list-style-type: none"> • Am I acknowledging losses? • Am I ready/willing to move forward? • Am I reflecting upon my personal and team growth?
Democracy	
<ul style="list-style-type: none"> • Create decision-making process using the commitments • Create agendas with transparency, and use the Commitments and Sanctuary tools • Communicate effectively with all stakeholders • Actively participate and provide your perspective 	<ul style="list-style-type: none"> • Am I fully participating in and contributing to the discussion/agenda? • Have I asked for feedback from relevant stakeholders in a timely manner? • Am I using Sanctuary Commitments and tools in making decisions?