

## **Summary of Staff Covenanted Behaviors**

1. We strive for an environment of trust and honesty with a commitment to forgiveness and reconciliation.
2. We allow for the diversity of personality types giving each person time and space for self-expression.
3. We listen without interruption, side conversations, or judgments against others.
4. We speak only for ourselves; focusing on events, situations, conversations that happened to us, not others, using "I" statement.
5. We allow each person to be the interpreter of her/his own experiences, thoughts and feelings, (avoiding triangulation.)
6. We agree that silence does not imply consent or agreement.
7. We respect, honor, and validate constructive dissent or criticism.
8. We acknowledge the difficulty of confronting or being confronted by a person perceived to have more or less power than ourselves.
9. We acknowledge the impact of our behavior on the whole staff and our common life together.
10. We respect confidentiality when requested.

July 16, 2008