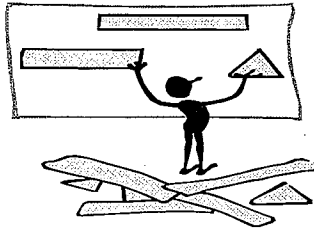


Revisiting Norms



When you find it is time to **revisit** your norms or that your group is too familiar with the norms and are somewhat “sloppy” in adherence to the norms, try some of the following activities.

- Take time to identify the “unwritten norms” that have evolved.
- Create a signal such as a “*Norm from Cheers*” face on a stick and if norms are broken staff members wave the “Norm Signal” as a gentle reminder of agreed upon norms.
- Read your established norms and ask each member to identify a norm they need to work on individually, write it down, reflect periodically, and debrief prior to leaving the meeting.
- If there is one particular norm that the group collectively seems to be forgetting/ignoring have the whole staff focus on that one norm for a period of time, stop-and-reflect periodically on how-its-going.
- If you are dealing with numerous new staff it may be a good idea to go through the process from step one. Reading the article “***Norms Put the Golden Rule Into Practice,***” provided. You might also want to revisit other documents with your staff on Norms (and why we need them.)