



GUIDELINES

- **Respect**
- **Confidentiality**
- **No Interrupting**
- **No Judgments**
- **It's OK to be emotional**

EXPECTATIONS

- **Commitment** - to the organization and to attending meetings.
- **Ownership** - for the organization.
- **Openness** - to others' ideas, input and experiences.
- **Patience** - with WIJO, with each other and yourself.
- **Empathy**
- **Forgiveness** - of yourself and others.
- **Honesty** - Speak Up & Be Yourself. Share your ideas and opinions.
- **Participation** - contribute to the discussions, take action when possible.
- **Leadership** - Be a resource and role model
- **Growth** - Lean In to your (perceived) weaknesses. If you have questions, *ask!*
- **Trust** - Yourself, each other, and the process.