



Toward a Brit (Covenant) for Building Networks that Promote Relationship Building, a Culture of Trust, and a Safe Space for Innovation

I. What are the ground rules/norms that will create the type of network experience that we are all hoping for?

June Holley, in her [Network Weaver Handbook](#) describes some helpful guidelines for building networks. (adapted from p. 150-1)

When most people in a network exhibit these behaviors, people are more likely to trust each other:

- Reliability: Doing what we say we will do.
- Reciprocity: Helping each other out and allowing ourselves to be helped.
- Openness: Sharing what we are doing and thinking.
- Self-Monitoring: Sharing comments appropriate to the focus and flow of conversation; practicing when to speak and when to listen, when to contribute and when to allow for others' voices to be heard.
- Honesty: Telling the truth, clearing up misunderstandings.
- Acceptance: Accepting others as they are.
- Appreciation: Noticing what others do and appreciating it.

- **What other behaviors do you think could be added to this list?**
- **Which one is easiest for you to express?**
- **Which is the biggest challenge?**

II. An example of a group-generated norms from a learning network:

- Actively listen to each other (suspending judgment)
- Let people finish speaking – avoid cross/side conversation
- Be respectful, but challenging, of everyone's ideas in an objective, non-judgmental way
- Encourage everyone to participate
- Be open to challenging the thinking of others and be prepared to have your thinking challenged...accept that challenges are part of learning
- Be prepared to give, receive constructive feedback
- Be prepared to reflect upon feedback and decide upon appropriate action/response
- Allow time to reflect



- Be prepared to take risks
- Have fun...use humor
- Treat each other as professional colleagues
- Think hard...be analytical
- Ensure the collectiveness of the decisions
- Respect silence
- Accept responsibility for your own learning
- Be responsible to the group by participating actively and thoughtfully
- Retain confidences
- Be a network leader and encourage distributed leadership among your peers.

To see other sample norms and a guide to creating norms, please visit the LearningForward site:

- [Creating Norms](#)
- [Norms put the 'Golden Rule' into practice for groups](#)