



# Working Agreements

- ❑ Honor Time— Start/End on Time
- ❑ Share “Air Time”
- ❑ Test New Ideas—Take Risks
- ❑ Meet Your Needs
- ❑ Gentle on people/Rigorous on ideas
- ❑ Learn Through Dialogue



# Learn Through Dialogue

<b>Debate</b>	<b>Dialogue</b>
<b>Assuming there is one right answer, and you have it</b>	<b>Assuming many people have pieces of the answer and together can craft new solutions.</b>
<b>Combative: participants attempt to prove the other side is wrong</b>	<b>Collaborative: participants work together toward common understanding and commitment</b>
<b>About winning</b>	<b>About exploring common ground</b>
<b>Listening to find flaws and making counter-arguments</b>	<b>Listening to understand, find meaning and agreement</b>
<b>Defending assumptions as truth</b>	<b>Revealing assumptions for re-evaluation</b>
<b>Reinforcing, restating same points</b>	<b>Balancing Advocacy &amp; Inquiry</b>