

PLC, Week 1

Elm School



Group Norms

Group norms are the informal rules that groups adopt to regulate and regularize group members' behavior.

Norms can help establish trust, openness, commitment and accountability that move teams from trivial to the substantive.

Six Tips for Creating Norms

1. Each team should create their own norms.
2. Norms should be stated as commitments rather than as beliefs
3. Norms should be reviewed at the beginning and end of each meeting.
4. Teams should formally evaluate their norms twice a year.
5. Teams should focus on a few essential norms (3-5 max).
6. One norm should clarify how the team will respond if one or more of the members are not observing the norms.

Norms Activity

Step 1: Write one group norm on each post-it note.

Step 2: Write as post-it note norms as you would like.

Step 3: Go around the group, read each post-it one at a time and categorize them as a team.

Step 4: Condense like-norms

Step 5: Make a commitment to meet these norms.