

## Group Agreement

**Recommendation\*:** Before you start, try to agree on the norms and rules you, as a group, wish to follow. First, answer the form individually. Mark the option that best matches your own idea of how this group should work (5-7 min).

Then, discuss each statement together. Choose the option that the group agrees on.

If we are to achieve good results, cooperate well and develop, I believe that ...	Totally agree	Partially agree	Hardly agree	Disagree
1 ... we get the most out of it if we openly discuss each other's way of being in the group.				
2 ... participant's silence may be regarded as approval of the group's decision (silence = agreement).				
3 ... the one who knows the most about an issue shall dominate the discussion about the issue.				
4 ... that everyone in the group is responsible for how the group functions.				
5 ... if we disagree, it's best not to show our feelings but stick to the point.				
6 ... that everyone should be given a chance to speak and develop their thoughts on equal terms.				
7... we should report different opinions and contradictions and then strive for consensus instead of majority rule.				
8 ... we should help each other to support attendance.				
9 ... we should keep to agreed times.				
10 ... we can interrupt each other in a conversation.				
11... we should have absolute confidentiality towards other groups.				
12 ... we should respect each other's differences				
13 ... we should keep mobile phones switched off.				

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\* It helps to have a facilitator to guide a group through this process. Allow a minimum of 45 minutes for everyone to reflect on what they need, share their thoughts and listen to everyone else. This seems like a lot of time, but it is necessary if you want the ground rules you create to be genuinely based on consent. If the group is going to work together long term, it could be worth giving the process even longer.