

# HOW TO KEEP YOUR TEAM AGREEMENTS ALIVE

Team agreements, describing how you want to be together, are vital to high functioning teams.

Whether you call them agreements, norms, values, or simple rules, the most difficult part is keeping them alive after the team develops them.

## HERE ARE FOUR IDEAS TO HELP KEEP YOUR TEAM AGREEMENTS ALIVE

### 1. Ask each team member to select a team agreement they want to be present to for the meeting.

At the end of the meeting, each team member can give a one sentence reflection on what they learned about themselves and that specific team agreement.

### 2. Take turns being in charge of the agreements at meetings.

On each turn, the team member is in charge of paying attention to the agreements throughout the meeting. At the end of the meeting the team member can give an appreciative report on where the team did well.

### 3. Use the team agreements to surface disagreements or tension.

Say something like "I'm sensing some disagreement on this topic, let's review our team agreements and then hear from each team member."

### 4. Take time at team meetings to reflect.

If you have a large time, give team members time to reflect and share in small groups first.

Individual reflection questions might sound like:

- What does this agreement mean to me?
- So what are ways I live this agreement in my work?
- Now what is one way I can do better in this agreement in my work?

Collective reflection questions include:

- What does this agreement mean to the team and our purpose?
- So what are specific examples of when this team has lived this agreement?
- Now how can we all stay present to this agreement in our team?

**If you don't yet have team agreements, or want more guidance on creating them, you can find help here:**

**["5 Minutes on Simple Agreements for Emergent Landscapes"](#)**