

Alliance, Attitudes & Agreements

(Code of conduct)

(Suggested behaviors)

- I will be present, here for all of us
- I will demonstrate respect in communication to others
- I will keep phones/tables/computers ___ during meetings
- **Interpersonal Relationships**
 - I agree on respecting team commitments
 - I agree on honoring team's Fair Process
 - I agree to encourage sharing air time during meetings
 - We will have ___ breaks of ___ minutes
 - I agree on valuing differences of opinion
 - I will do my best with avoiding judgment
 - I agree on keeping team activities and deliberations confidential
 - Vegas rules: "What we do here stays here"
 - I Agree to honor the decision-making process and to support and implement decisions
 - I agree on sharing personal feedback in an appropriate setting
 - I agree on being careful about using humor
- Add your strategy to deal with dysfunctional behavior (I love ELMO)

Strategies for dealing with dysfunctional behavior

- ELMO (Enough Let's Move On)

- Good for "dead horse beaters"

- Rule of X (wait X minutes after a question is asked before speaking or until X people have spoken)

- Good for people who talk first ... and talk often

- Always Look Up (Say what you like or how you make a solution better)

- Reinforces positivity in negative groups

- **Headline** (Give the headline, not the whole article)

- Good for storytellers

Use Specific seating

- Put all the introverts/extroverts in one group
- Use MBTI to get to know people's profile in the room

References:

Agile Coaching Institute, [The Agile Facilitator: Catalyzing Collaboration, Delivering Results Class](#) by Lyssa Adkins