CONFLICT NORMS

Conflict norms help identify acceptable and unacceptable behaviors around productive, ideological conflict.

Examples of conflict norms:

- Everyone on the team participates
- Silence is dissent, not consent
- Don't hold back - say what you think kindly and charitably
- Keep it about a topic, not about an individual
- Share all thoughts during meetings – no "meetings after the meeting"
- Give real-time feedback

Exercise

Discuss the examples of conflict norms listed above. Choose a few conflict norms that your team will practice and write them below.

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