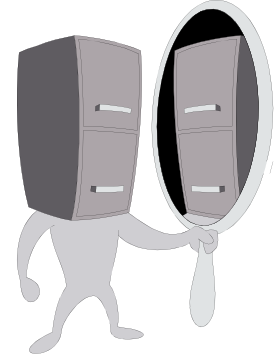


12 OPERATING PRINCIPLES™



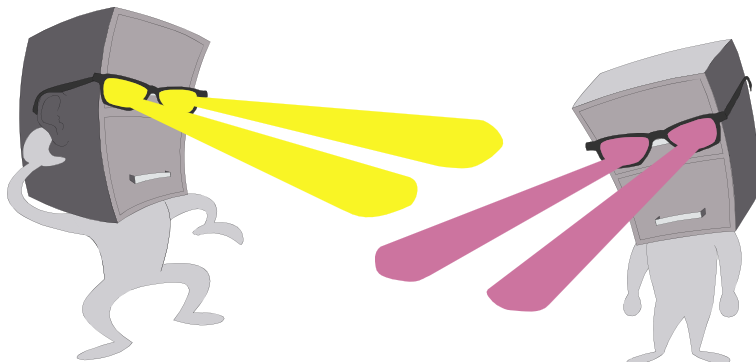
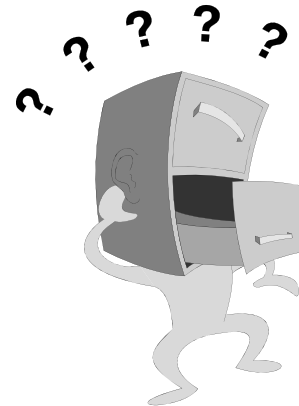
Valuable Ways of Being

1. Be responsible for creating value for myself and others.
2. Make it safe for each other and myself.
3. Be present – stay in the game.
4. Take myself lightly.
5. Declare that there is nothing wrong or broken – *here and now.*
6. Declare that each person's contributions are valid and valuable.



Exploration Listening and Speaking

7. Listen newly, be intentionally slow to understand.
8. Own my perception and my participation use "I" statements.
9. Explore *truths* – mine, theirs and ours.



10. Confront and deal with the real issues.
11. Be direct *and* sensitive.
12. Be responsible for what gets heard.

