

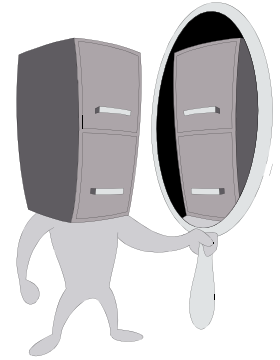
12条操作原理

12 OPERATING PRINCIPLES™



实用的方法- Valuable Ways of Being

1. 负责的为他人和自己创造价值
Be responsible for creating value for myself and others.
2. 为自己和对方创造安全的环境
Make it safe for each other and myself.
3. 参与-坚持不懈
Be present – stay in the game.
4. 不要太重视自己
Take myself lightly.
5. 宣布一切完好无损-此地此刻
Declare that there is nothing wrong or broken – *here and now*.
6. 告诉每一个人他们的贡献有效,有价值
Declare that each person's contributions are valid and valuable.



12条工作原理

12 OPERATING PRINCIPLES™



学会聆听与表达

Exploration Listening and Speaking

7. 了解时事,理解需要慢慢体会

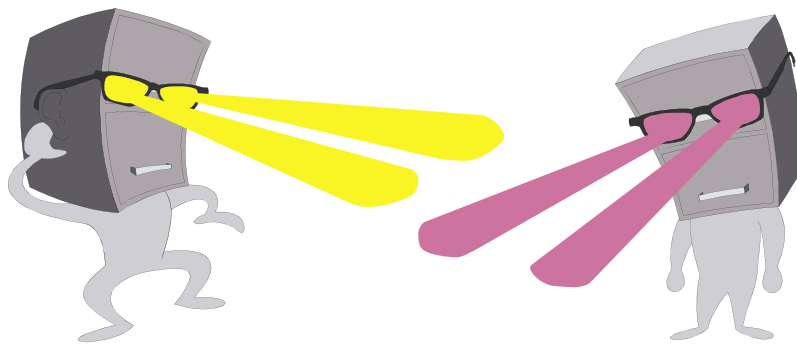
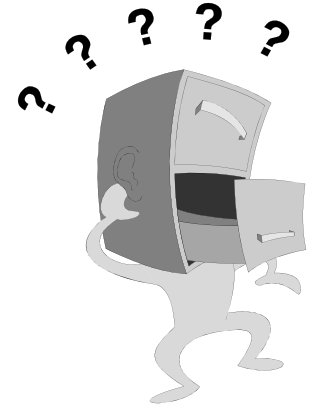
Listen newly, be intentionally slow to understand.

8. 我的观点,我亲身参与,用“我”进行陈述

Own my perception and my participation, use “I” statements.

9. 探索事实-我的,他们的和我们的

Explore *truths* – mine, theirs and ours.



10. 面对和处理现实问题

Confront and deal with the real issues.

11. 实率真,善解人意

Be direct, and sensitive.

12. 为所说的话负责

Be responsible for what gets heard.

