

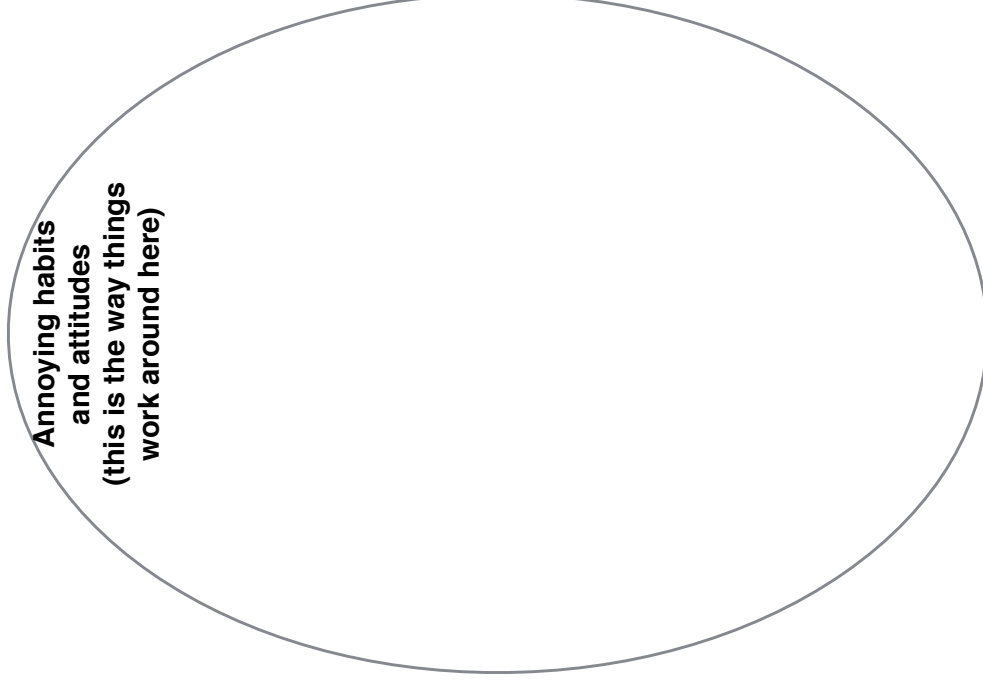
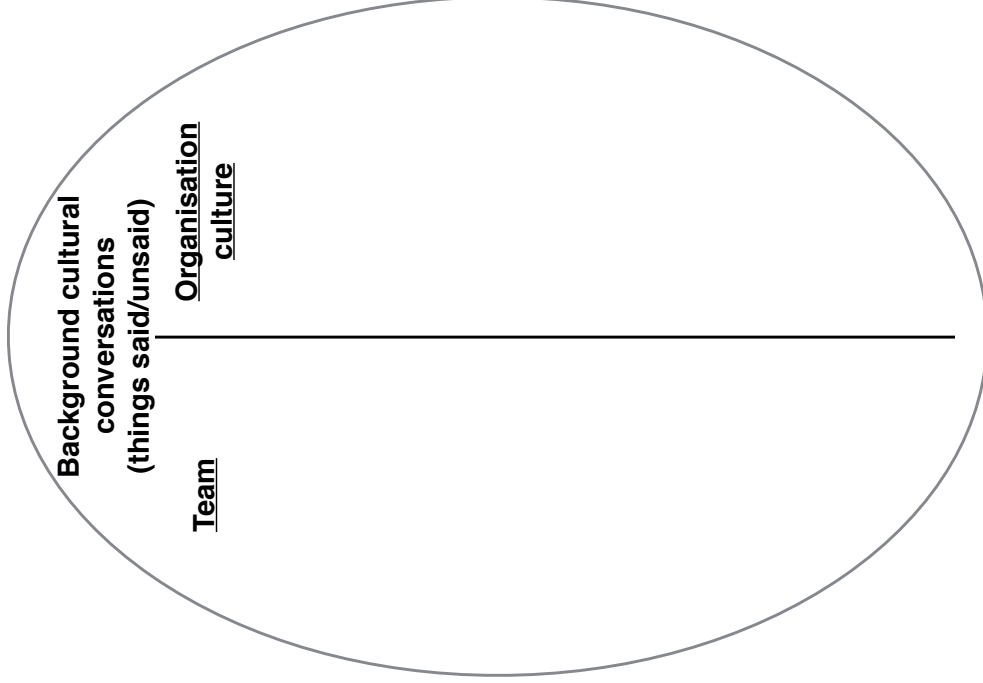
Transforming unwritten rules exercise

worksheets 7.3 to 7.6

Purpose, to become aware of underlying behaviours (or unwritten rules) within the team that diminish credibility.
To hold each other to account by calling out reactive behaviours and committing to using proactive behaviours.

For more details on this exercise and more on how to define values and behaviours in teams and additional exercises, please purchase my book: *Developing High Performance Teams*, Andrew Jenkins, SRA (July) 2017

Phase I - exploring unwritten rules



Phase II - defining unwritten rules

What are the unwritten rules?

- prevailing , & uncontrolled,
- negative thoughts - 'group think'
- hidden worries,
- assumptions of the culture
- fear based behaviours (Shadow side)

Can take precedence over business objectives, become a hidden driving force in conversations and meetings. Eg. fear based, risk averse short cuts. easiest way, fear of being judged, or punished, desire to look good, or not to look bad, who is top dog/underdog, who's got perceived control, its better not to show aptitude, keep you head down etc

Consolidate output in part I into part II and turn into simple unwritten rule statements

Unwritten rules
cultural and team behaviours

Phase IV - commitment statement sign off

Statement...	Signatures...
--------------	---------------