

Proposed Team Commitments and Norms



Actively Listen



Lean in, Lean out



Use "I" Statements



Embrace Difficult Conversations



Assume Good Intent

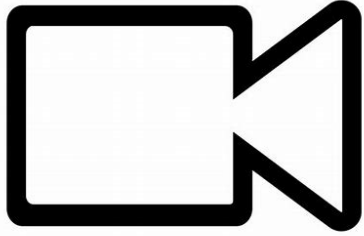


**Acknowledge the Impact
of Our Actions**

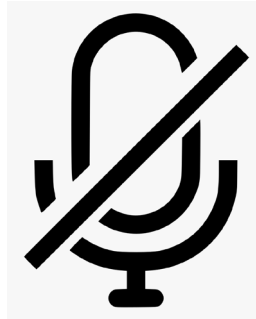


**Curiosity Before
Defensiveness**

Virtual Meetings Norms



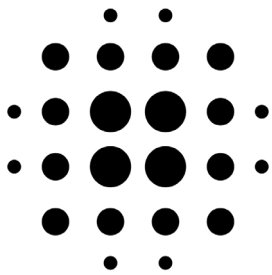
Be present



Mute microphones



Signal your interest to speak



Blur background



Limit side bars



Voting