

# Reflection Questions on Our Norms

1. How do you feel our norms are working for us as a team?
2. When have you seen evidence that they've been helpful for us to get our work done?
3. Are there any norms that you feel we have a harder time upholding?
4. Are there any norms that you feel we don't have a shared agreement about their meaning?
5. Have you noticed anything in our ways of working together that suggests that we might need to add a norm? If so, what might that be? Or what behavior might need to be addressed?
6. What ideas do you have about how we can make our norms more meaningful or useful?

Exhibit 5.4 © Elena Aguilar, *The Art of Coaching Teams: Building Resilient Communities that Transform Schools*. Jossey-Bass, 2016.