[](http://www.google.com/url?sa=i&rct=j&q=norm+from+cheers&source=images&cd=&cad=rja&docid=n8W3zMr0r0hMtM&tbnid=ssgAzn70n81SPM:&ved=0CAUQjRw&url=http://www.nowpublic.com/sports/nets-fan-celebration-video-super-happy-pink-shirt-guy-goes-viral-2767063.html&ei=NdMPUrKjN_L9yAGI64Aw&bvm=bv.50768961,d.b2I&psig=AFQjCNGEWa7g_cKuUQVYAswMblJObkmUxg&ust=1376855186250340)**Norms**

[www.googleimage.com](http://www.googleimage.com)

One thing is clear: Having clear norms gives teams a huge advantage. A key to effective teams is involving all members in establishing norms, and then holding everyone accountable to what they have agreed upon.”

-Lencione, *Overcoming the Five Dysfunctions of a Team: A Field Guide for Leaders, Managers, and Facilitators (2005).*

* Essential for all teams.
* Phrased positively.
* Reviewed in EVERY meeting.
* Include a “norm” check at the end of each meeting.

Simple Norm Procedures

* Have all the team members write down a few things that make them crazy in meetings.
* Phrase them positively.
* Share together and have teams collaboratively choose 5 that they agree to abide by.
* \*Norm violations, what will happen?
* \*You need to confront those that are not following the norms.