

TOOL

# Reflection Questions on Our Norms

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# Reflection Questions on Our Norms

## Purpose

This tool supports teams in reflecting on how their norms are functioning in practice. It helps move norms from written agreements to lived behaviors by surfacing what's working, what's unclear, and what may need to change.

## When to Use

Use this tool when you want to assess the effectiveness of your team's norms, when team dynamics feel off, or as part of a regular reflection cycle to ensure norms remain meaningful and relevant.

## How to Use It

Use these questions to guide individual reflection or a team discussion. Invite honest, specific examples of how norms are showing up in practice. Look for patterns in what is working well, where there may be inconsistency or lack of clarity, and where additional norms or adjustments may be needed. Use the conversation to refine existing norms, clarify shared understanding, and strengthen how your team works together over time.

## Reflection Questions

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?

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