



Behavioral Health Talent Council: Group Agreements

- **Honor the lived experience of our behavioral health workforce and use asset-based language.** We are here to support our current workforce and dream of what we'd like our workforce to be.
- **Everyone is encouraged to participate but it is not required.** You may be asked to share what you think, or we may ask for comments from those who haven't spoken. It is always OK to "pass" when you are asked to share a comment. The group should honor that everyone processes information at their own pace and in their own way.
- **Self-reflect on your participation.** No one or two individuals should dominate a discussion. If you have already voiced your ideas, let others have an opportunity. When you speak, be brief and to the point.
- **Listen to understand and respect other points of view.** Repeat back what the other person has said to model listening, seek to understand, and ask questions for clarity.
- **Do your best to understand the pros and cons of every option,** not just those you prefer. Be open to changing your mind on something, while also leaning into your expertise.
- **Engage in active listening.** Ask questions to seek clarification when you don't understand the meaning of someone's comments.
- **Practice generative conflict.** You cannot agree on something, until you can meaningfully disagree. Use conflict to *generate new ideas* for the group, not to tear ideas down.