**CREATING A CONFLICT RESILIENT HUMAN SERVICE SYSTEM**

Work Group Recommendation Worksheet

***November 15, 2016***

**RESTORATIVE PRINCIPLE/VALUE: ACCOUNTABILITY**

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| **Recommendations** | **Strategies and Action Steps** |
| Be really clear about what their interests are and how decisions may impact these interests and what the fallout from this may be. | 1.  2. |
| Create operating agreements that are values focused | 1.  2. |
| **RESTORATIVE PRINCIPLE/VALUE: RELATIONSHIP-FOCUSED** | |
| **Recommendations** | **Strategies and Action Steps** |
| Spend time in the beginning of team process getting to know each other. Develop themselves as a collaborative group | 1. How do you create protected time to build relationships?  2. What would it look like to truly unpack an issue in its entirety in the meeting? |
| Create specific group norms that define behavioral expectations and how the group will function | 1. What enables you to do your best work in a group or team environment?  2. How can Appreciative Inquiry Inform the group process? |
| Being explicit about your shared understanding of the impact of this group, the challenge and mission of this group and why they exist, and understanding of the power they have and the impact they have. | 1.  2. |

**RESTORATIVE PRINCIPLE/VALUE: NONE/GENERAL RECOMMENDATIONS**

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| **Recommendations** | **Strategies and Action Steps** |
| Be really clear about interests and positions, and consider how decisions may impact these interests and what ripple effects or ramifications of decisions are for others. | 1.  2. |