

APPENDIX E - Exercise #1 Norms Exercise Sheet Reports

NORMS	Team 1	Team 2	Team 3	Team 4
One Voice	<ol style="list-style-type: none"> 1. Support for the will of the majority 2. Can disagree but will not actively undermine progress by questioning process or legitimacy. 3. Respect the vote and move on 4. Stop attacking the process as excuse or attempt to derail or delegitimize a council vote or action. 	<ol style="list-style-type: none"> 1. We have to be united 2. We can't be the complaint department 	we need to be united	<ol style="list-style-type: none"> 1. bring policy and require in a timely way. We are informed and have had to revise the consequences on health safety and welfare of the public 2. We acknowledge the validity of the vote 3. Faithfully represent our constituents in a democratic process 4. All members should be kept informed
No Surprises		<ol style="list-style-type: none"> 1. Work session should be 2-3 weeks before the vote 2. Work as a team 	take time to communicate	<ol style="list-style-type: none"> 1. Everybody is informed on policy initiatives when initiated 2. Town manager should also prevent surprises 3. Respect our process
General Decorum	<ol style="list-style-type: none"> 1. Let other council members be themselves. 2. Respect autonomy to do the job as each sees fit (unless there's a violation) 	We should disagree in private	Be professional	Follow our current code towards ourselves and the public
Criticizing Actions of fellow Council members	<ol style="list-style-type: none"> 1. End tyranny of the minority. 2. Stop crying because you lost the vote 3. Same team: "Team Warrenton" 4. Respect the chaos 	Communicate person to person	<ol style="list-style-type: none"> 1. communicate person to person 2. take the time to settle between 	
My ward/ Our town		My ward/our town Ask – "is this good for the town?"	My ward/our town we all work for the Town as a whole	
How to handle breaches		Handle breaches in closed session	needs to be investigate each case will be different.	<ol style="list-style-type: none"> 1. Follow a process but don't call out fellow council members from the dais. 2. Go into closed session.
Other	Support staff and stay in our lane			

Teams were created randomly.