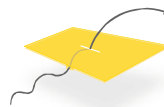


Professional Growth Systems Rules of the Game

- Be willing to support our purpose, policies, and vision.
- Always take responsibility for your actions and the results you create.
- If a problem arises, first look to the system for corrections and then communicate your solution to the person who can act on it.
- Keep your agreements.
 - Make only agreements that you are willing and able to keep.
 - Communicate any potential broken agreement at the first appropriate opportunity.
 - Acknowledge and rectify any broken agreement at the first appropriate opportunity.
- Always tell your truth with compassion for others.
- Listen actively and acknowledge whatever is being communicated as true for the speaker at that moment.
- Use PGS synergy when appropriate to define optimum solutions.
- Be willing to assist others to do whatever it takes to get the job done.
- Always communicate every lateral thought and opportunity to leverage.
- Always respect the condition of our clients.
- Seek permission before interrupting any cycle of action
- Confront problems quickly and responsibly to resolve issues without drama or upset.



Rules of the Game Instructions

Team: a group organized to work together

The strength of a team can be measured by the extent to which members can rely on one another, i.e. how well members honor their commitments. Commitments are in the form of agreements on assignments as well as agreements on norms that guide all activities of the team.

Creating an effective team begins with clarity of purpose, project, authority, targets and plan of action. That defines the “game” the team is playing. In addition to clarity of the above, a successful team needs to develop a set of standards and then hold one another accountable to those standards. This is vital for the team to become more than a collection of individual efforts. Effective teams create synergy, i.e. the creation of a greater effect than the sum of the parts. To do this, teams need to call themselves to high standards. It involves committing oneself to norms or rules that raise everyone to a higher level and support the group in getting there.

The Rules of the Game can serve as that set of standards. The Rules of the Game were developed by Professional Growth Systems for use within our own team. These rules date back to 1981 and get reviewed and revised annually.

Many times one or another of us has brought a rule back to the group or to an individual and used our agreement to the rules to resolve a problem. It is key to remember that a rule’s value is not in making another individual wrong, but rather in reestablishing a commitment to the standards that help to make the team and each member effective. If a management team, workplace group, board of directors, etc. can establish a solid set of standards or rules and then strive to meet them, its decisions will be of high quality, leadership will be effective and the morale of its members will be raised. And that success will trickle out from the team to the whole organization.

To create your own Rules of Game:

1. Have each team member look back on his/her own experience with teams: what were the norms on successful teams that you want this team to live? What were the actions or norms of previous teams that you don't want repeated?
2. Review the Professional Growth Systems Rules of the Game. What would you add based on your past experience? What would you take out? Reword, rewrite, delete as needed until the list of rules fits your team.
3. Bring your team’s rules to your meetings and review them periodically to make sure they are fresh and that team members are respecting the standards that have been agreed upon.

