

GPS TEAM COMMITMENTS

- Create an agenda with questions or speaking points to be sent out ahead of meetings requiring bigger decisions from the team
- Post, follow, and engage with Group Agreements
- Plan some fun activities

NAME	INDIVIDUAL COMMITMENT	HOW THE TEAM CAN SUPPORT YOU
Andrea	Work on Presence at work and at home - not jumping to solutions - focus on listening	Have patience with me Create space together/help me with timelines that will work for you (find that middle ground)
Barry	'Disciple' of the Group Agreements/mantra of the team now and when in the role with the team	A lot of peer support for this 'growth spurt' Patience as I navigate the thinker, feeler preference
Bob	Self-check against Group Agreements	Hold me and each other accountable to these agreements
Celyne	Depend on others - take risks, call each other Cross into trust more	Patience, support, engagement
Chris	Difficult conversations: Speak up more, say hard things (rather than sitting back)	Be patient with me Challenge me if you notice I am sitting back
Holly	Participate fully - work to find my voice on this team	Patience - know it's largely up to me
Jerry	Be present Review Type Coach often as a reminder of others' preferences and before difficult conversations	Let me know how I am doing with this Remind me
Marc	Have more consideration of the "Thinking/Feeling" preferences	I value candid input and feedback or debates
Melissa	Be present (shift from task focus to being intentionally 'out and about' more often Lean in to difficult conversations)	Communicate more - include me and try more face to face (vs email?)
Natalie	Grow my listening skills: increase Levels 2, 3 and decrease Level 1 Continue to be aware of preferences - mine and others (and adjust accordingly)	Have patience with me Create space together/help me with timelines that will work for you (find that middle ground)
Nathan	Implement Type Strategies - be aware of how individuals receive and process information	Understand how I operate (I will also work to communicate about that)
Sara	Work to be more fully present both at work and in my personal life In listening, pause before responding	Remind me of what I have said I will do