



Program Culture Agreement

I understand our program culture is created through interpersonal interactions between individual staff and within the relationship we have with the people we serve. I believe a healthy and balanced program culture awakens and enlivens the recovery of the individuals we serve. I know the alternative to taking control is teaching choice-making skills. I agree to these guidelines in my relationships with my coworkers and the individuals we serve.

Respect and Dignity

- I am aware that I may interact with people in ways that do not communicate my respect.
- I choose to be aware of opportunities to communicate my respect for my coworkers and individuals we serve.
- I know gossip is disrespectful and toxic to our program culture. I do not participate and will ask others not to.

Non-Judgment

- I am aware there are many ways I judge others.
- I choose to listen to my words to keep them free of judgments.

Individual Uniqueness

- I am aware of my tendency to see people in terms of categories and apply labels to them.
- I choose to listen and ask questions of my coworkers and the individuals we serve to better know who they are.
- I do not assume I know something about a person without asking them.
- I consistently value the diversity of the individuals I work with and serve.

Power Awareness

- I am aware of my potential to use power-over-people (control) in interactions with my coworkers and individuals we serve.
- I choose to use partnership power (power-with-people) in my relationships with my coworkers and the individuals we serve. In circumstances when an individual is likely to cause harm to themselves or others, I will use power-over-people with mindfulness and compassion.
- I try not to commit power thefts. When I do, I acknowledge it and apologize.
- I choose to encourage self-control and self-responsibility rather than taking responsibility by taking control.

Motivational Awareness

- I am aware of the impact of my words and actions to increase or decrease the motivation of my coworkers and the people we serve.
- I choose to listen to my words and watch my actions to maximize motivation of staff and individuals we serve.

I accept my responsibilities as a member of this culture.

Mindfulness: My being aware of myself and others in the present moment allows me to be connected to others, including coworkers and the people we serve. I use mindful practices and partnership power at the beginning of meetings with staff and before conversations with individuals we serve.

Listening: I listen with curiosity and a desire to understand.

I am aware of myself. I understand my values, beliefs and world view often differ from the people I work with and the individuals we serve. I do my best to understand others' values, beliefs and world view by listening with curiosity and a desire to understand. I ask others rather than assuming I know.

I am aware of my interactions with my coworkers and the people we serve. I understand our interactions create our program culture.

I welcome respectful feedback of observations by coworkers about ways I can better meet my commitments to this agreement, understanding this will contribute to the improvement of our program culture.

I will provide respectful feedback to coworkers when I observe a significant violation of their commitment to this agreement. I understand choosing to ignore violations will weaken the effectiveness of our program culture and ultimately diminish its effectiveness to awaken and enliven the recovery of individuals we serve.

I will not pollute our program culture with opinions that individuals we serve have limited potential. I understand that hope is contagious and one person's hope can enliven an individual's recovery; likewise, negativity is contagious and one person's negativity can impact many individuals' recovery.