GROUP CONTRACT

A group contract is a great tool for creating shared expectations across a family or an expedition. With a group contract, your team or family will have a tangible representation of everyone's expectations, and you'll come away with a tool that can

Time taken: Around 30 minutes

Materials needed: A great big piece of paper or dry erase board and writing utensils

Skills practiced: respectful communication, group awareness, and active listening

Introduce the activity:

- Bring everyone into a device-free space
- Introduce the activity:
  - Define a group contract as a tool, created in part by each member of the community, that gives each person a voice, and helps establish norms for effective communication

Create the Model:

- Use the Tree Model
  - Draw a large tree on the paper with roots, a trunk, and leaves
  - Things written around the leaves represent outcomes like games, desired metrics, laughter, singing, dancing, or fun
  - Things written within the roots represent what everyone in the group needs to help create the desired outcomes like respect, listening, shared responsibility, and empathy
- Or, create your own Model
  - Choose a picture or symbol that is unique to your group!

Spend some time brainstorming:

- No suggestions are rejected. Encourage each person present to add to the contract
- Designate roles like scribe, moderator, and snack provider
  - As facilitator it is important to model positive communication

Sign the Contract:

- This is a legally (not really!) binding contract
- Promote accountability by displaying it in a common space and referring to it during disputes
  - In the tree model, have everyone sign the trunk. Each signature is a promise that delivers the much needed nutrients from the roots (needs) to the leaves (outcomes).

Debrief the Activity with the group

- How did it feel to add something you cared about to the group contract?
- What are some things you can do if you feel someone (including yourself) is not honoring the contract?
- Why is it important to create and sign a group contract?
- How does it feel to work together to create this document?

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