

Collaborative Activity: Co-Create the Builder's Code

⌚ Module	Module 2: Builder Identity Work
# Unit Number	3.2
⌚ Types	Discussion Forum
⌚ Mandatory	<input checked="" type="checkbox"/>
📁 Archive	<input type="checkbox"/>

Collaborative Activity: Co-Create the Builder's Code

Module 2: Builder Identity Work | Unit 3.2

Activity Overview

This is a hands-on, collaborative workshop where your cohort co-creates your own version of the Builder's Code.

You'll discuss, debate, refine, and commit to the agreements that will govern how you treat each other and enforce builder culture.

Learning Objectives

By completing this activity, participants will:

1. Engage in collaborative discussion about shared values
 2. Practice articulating what they need from their tribe
 3. Co-create cohort-specific agreements
 4. Verbally commit to the finalized Builder's Code
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Setup Instructions

Format Options

Option 1: Live Session (In-Person or Video)

- Gather the full cohort
- Use a whiteboard or shared doc to capture ideas
- Follow the facilitation script below

Option 2: Asynchronous Discussion Forum

- Post the prompts in a discussion forum
 - Participants respond and engage over 3-5 days
 - Facilitator synthesizes into final code
 - Final commitment happens in next live session
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Facilitation Script (60-minute session)

Part 1: Review the Core Builder's Code (10 minutes)

Facilitator says:

"We're going to start with the core Builder's Code—the agreements that every Legacy Rising cohort starts with. As I read each one, I want you to think about what it means *for this group*."

Read each agreement out loud:

1. **No shame, ever.** We speak with dignity, even when calling out bullshit.
2. **Builders help builders up.** We show up for each other.
3. **Progress over perfection.** Recovery isn't linear. Building isn't linear.
4. **We stay in builder language.** Tribe enforces culture.
5. **What's shared here stays here.** Confidentiality is non-negotiable.

After reading, ask:

"Which of these resonates most with you right now? Why?"

(Give 2-3 people a chance to share.)

Part 2: Clarify and Expand (20 minutes)

Facilitator says:

"Now we're going to go through each agreement and discuss what it means in practice. What does it look like when we're living this? What does it look like when we're violating it?"

For each agreement, ask:

1. **What does this mean in practice?** (Get specific examples)
2. **What does it look like when someone violates this?** (What should happen?)
3. **Do we need to clarify or expand this for our cohort?**

Example discussion:

Agreement: "No shame, ever."

Facilitator: "What does 'no shame' actually look like in practice?"

- Participant 1: "It means we don't use language like 'you're a mess' or 'you always screw up.'"
- Participant 2: "It means if I relapse, you don't treat me like I failed."

Facilitator: "What happens if someone uses shame language?"

- Participant 3: "We redirect them. Like, 'Hey, that sounded like shame language. Can you reframe?'"

Facilitator: "Do we need to clarify anything for this group?"

- Participant 4: "Maybe we should add: 'We call people back in, not call them out.'"

(Capture all suggestions on a whiteboard or shared doc.)

Part 3: Add Cohort-Specific Agreements (20 minutes)

Facilitator says:

"Now it's time to add agreements that *this cohort* needs. Every group is different. What does this group need to thrive together?"

Prompts to consider:

- How do we handle conflict?
- How do we give feedback?
- How do we support each other without fixing?
- How do we handle absence or disengagement?
- What do we do when someone's struggling?

Brainstorm together. Capture all ideas.

Examples of cohort-specific additions:

- "We assume positive intent until proven otherwise."
 - "We ask before we advise: 'Do you want support or solutions?'"
 - "We check in before we check out. If you need space, tell us."
 - "We celebrate small wins, not just big ones."
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Part 4: Refine and Finalize (5 minutes)

Facilitator says:

"Let's refine these into a final code that we can all commit to. I'm going to read back what we've captured. If something feels off, speak up."

Read the full list of agreements (original + additions).

Refine:

- Combine similar agreements
- Keep it short (5-8 agreements max)
- Make sure it's actionable

Final version might look like:

[Cohort Name] Builder's Code

1. **No shame, ever.** We speak with dignity. We call people back in, not call them out.
 2. **Builders help builders up.** We show up, especially when someone's struggling.
 3. **Progress over perfection.** We don't expect linear growth. We expect showing up.
 4. **We stay in builder language.** If we hear shame scripts, we redirect with kindness.
 5. **What's shared here stays here.** Confidentiality is sacred.
 6. **We assume positive intent.** If someone messes up, we ask questions before we judge.
 7. **We ask before we advise.** "Do you want support or solutions?"
 8. **We check in before we check out.** If you need space, tell us. We'll hold the door open.
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Part 5: Commit (5 minutes)

Facilitator says:

"Now we're going to commit. I want each person to say out loud: 'I commit to the Builder's Code.' This makes it real."

Go around the room (or unmute in order on video) and have each person say:

"I commit to the Builder's Code."

Facilitator closes:

"This is our agreement. This is how we hold each other. If someone violates it, we call them back in with kindness. If they keep violating it, we have harder conversations. But this is the foundation for everything we're building together."

Submission (If Asynchronous)

Post your responses to the following in the discussion forum:

- 1. Which agreement in the original Builder's Code resonates most with you? Why?**
- 2. What's one agreement you think this cohort needs that's not in the original code?**
- 3. How do you want to be called back in when you slip into shame language or violate an agreement?**

Engage with at least 2 other people's posts.

After 3-5 days of discussion, the facilitator will synthesize the final Builder's Code and post it for group commitment.

Why This Matters

Shared values don't work when they're imposed. They work when they're co-created.

By building the Builder's Code together, you:

- Own it (it's not something handed down from on high)
- Understand it (you've discussed what it means in practice)
- Commit to it (you've said it out loud)

This is how culture becomes real.



Facilitator Reminder: Your job is to guide the discussion, not dictate the answers. Let the group shape the code. Your role is to keep it actionable, builder-focused, and clear.

What's Next

After co-creating the Builder's Code, participants move to:

- **Unit 4: Identity MVP** (designing a minimum viable version of their builder identity)