Unit 3: Builder's Code Workshop - Creating Our Community Agreement

☰ Components	Discussion Forum Reading Video
≡ Duration	25 min
≡ Notes	Co-create cohort Builder's Code, enforcement ladder (3-step: Spot+Name, Rewrite Request, Boundary), practice using enforcement
☑ SOU Evidence	☑
⊙ Section	Module 2
✳ Status	Not Started
≡ Subsection	Shared Values

Overview

Duration: 25 minutes

Components: Video, Reading, Discussion Forum

This unit facilitates the co-creation of your cohort's Builder's Code and introduces the 3-step enforcement ladder.

Learning Objectives

- Understand the function of shared values in group cohesion

- Co-create your cohort's Builder's Code

- Learn the 3-step enforcement ladder for protecting culture

Video Content (5 min): The Power of Shared Values

Key messages:

- Why communities need codes

- The difference between imposed rules and co-created values

- How shared values create psychological safety

- Examples from past cohorts

Reading: Sample Builder's Codes from Past Cohorts

Cohort 3 Builder's Code

- We are cycle-breakers, not victims

- We use Builder language or we correct it

- We show up messy, not perfect

- We witness without fixing

- We hold each other's momentum when regulation is hard

- We ask "What do you need?" before offering advice

- We protect this space by not bringing it into shame-based spaces

Cohort 5 Builder's Code

- Obsession is our superpower, not our shame

- We honor the grief of what we're leaving behind

- We celebrate launches, not just outcomes

- We call in, not call out

- We remember: community over competition, always

- We show up for each other's hard days

- We are infrastructure, not charity

Activity: Co-Create the Builder's Code

Using the discussion forum, propose values and agreements for your cohort.

Starter prompts:

- How do we treat each other when someone struggles?

- What does accountability look like without shame?

- How do we celebrate wins?

- What language do we commit to using?

- What behaviors are off-limits?

The 3-Step Enforcement Ladder

Without enforcement, the Builder's Code becomes a cute poster. Here's how we make it real:

Step 1: Spot + Name

Call it out directly, no euphemisms.

- "That's shame language."

- "That's hustle culture talk."

- "That sounds borrowed, not built."

Step 2: Rewrite Request

Offer to help reframe it.

- **Script:** "Want help rewriting that?"

- Then co-create builder language together

Step 3: Boundary

If the pattern continues, hold the line.

- **Script:** "We're staying in builder language here."

- No debate, just redirect

Consequences for Repeated Violations

If someone repeatedly violates the Builder's Code after multiple peer redirects:

1. **First pattern:** Peers use the 3-step ladder

2. **Continued pattern:** Facilitator private check-in

   - "I'm noticing a pattern with [specific language/behavior]. What's going on?"

   - "What support do you need to stay in builder language?"

3. **Persistent pattern:** Temporary move to observer mode or 1-on-1 coaching

Key principle: We enforce to protect the culture, not to shame individuals.

Discussion Forum: Build Your Code

Prompt: *"Propose 1-3 values or statements for our cohort's Builder's Code. Comment on others' proposals—what resonates? What would you add or refine?"*

Instructions:

- Propose at least 1 value/statement

- Comment on at least 3 others' proposals

- Vote/upvote the ones that resonate most

Facilitator will compile the top-voted statements into the official cohort Builder's Code.

Additional Assignment: Practice Enforcement

Review the discussion forum. If you spot shame/hustle/borrowed language (even mild), practice **Step 1: Spot + Name**.

This is skill-building, not policing.