

Unit 3: Builder's Code Workshop

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Unit 3: Builder's Code Workshop

Module 2: Builder Identity Work | Discussion Forum

Unit Overview

The Builder's Code is Legacy Rising's set of community agreements—the rules that create sacred space and enforce builder culture.

But here's the thing: **you don't just follow the Builder's Code. You co-create it.**

This unit is a collaborative workshop where your cohort refines, adds to, and personalizes the Builder's Code for your specific group.

Learning Objectives

By the end of this unit, participants will:

1. Understand the purpose of shared values and community agreements
 2. Co-create or refine the Builder's Code with their cohort
 3. Practice enforcing builder language as a cultural norm
 4. Commit to holding each other accountable
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The Original Builder's Code

Here's the starting point—the core Builder's Code from Module 1:

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.
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Workshop Structure

Part 1: Discuss the Core Code (20 minutes)

In your discussion forum or breakout room, go through each line of the Builder's Code and discuss:

For each agreement, ask:

1. **What does this mean in practice?** (Give 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?**
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Part 2: Add Your Own Agreements (20 minutes)

Now, brainstorm additional agreements that your cohort needs.

Prompts to consider:

- **How do we handle conflict?** (When people disagree or tensions rise)
- **How do we give feedback?** (How do we call someone out without shaming them?)
- **How do we support each other without fixing?** (What does witnessing without advice look like?)
- **How do we handle absence or disengagement?** (What if someone ghosts?)

Examples of cohort-specific additions:

- "We assume positive intent until proven otherwise."

- "We call people back in, not call them out."
 - "We don't give unsolicited advice. We ask first: 'Do you want support or solutions?'"
 - "We check in before we check out. If you need to step back, tell us."
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Part 3: Refine and Finalize (15 minutes)

As a group, refine the Builder's Code into a final version that your cohort commits to.

Format:

- Keep it short (5-8 agreements max)
 - Use builder language (not punitive or shame-based)
 - Make it actionable (clear enough to enforce)
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Part 4: Commit (5 minutes)

Each person verbally commits to the Builder's Code.

Say out loud (or type in chat):

"I commit to the Builder's Code. I will enforce it for myself and my tribe."

Example of a Finalized Cohort Builder's Code

Here's what a cohort might come up with:

Legacy Rising Houston Cohort 1 - Builder's Code

1. **No shame, ever.** We speak with dignity, even when it's hard.
2. **Builders help builders up.** We show up for each other, 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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Tribe Role for This Unit

Culture Holders (Active)

This is where your tribe becomes **culture holders**—the people who enforce the Builder's Code, not just for themselves, but for the group.

What that looks like:

- Calling out shame language when you hear it (with kindness)
- Redirecting people back to builder scripts
- Holding people accountable to the agreements
- Modeling the behavior you want to see

This is not policing. This is holding space for the culture you all committed to.

Discussion Forum Prompt

Post your responses to the following:

1. **Which agreement in the original Builder's Code resonates most with you? Why?**
2. **What's one agreement you think your 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.

Facilitation Notes

For Facilitators: How to Run This Workshop

1. Start with the original Builder's Code

Read each agreement out loud. Ask for examples and clarifications.

2. Open the floor for additions

Ask: "What else does this group need to thrive together?"

3. Refine collaboratively

Don't let the code get too long or vague. Keep it actionable.

4. Get verbal commitments

Each person should say (or type) their commitment out loud. This makes it real.

Common Challenges

"What if someone keeps violating the Builder's Code?"

First, call them back in with kindness. If it continues, have a 1-on-1 conversation. If it still continues, they may not be ready for this work right now—and that's okay.

"What if people disagree on what to add?"

That's normal. Discuss it. You don't need consensus, but you do need commitment. If someone can't commit to an agreement, talk about why.

"What if the Builder's Code feels too rigid?"

It's not meant to be rigid—it's meant to be alive. You can revise it as your cohort evolves. Check in halfway through the program and see if it needs updating.

Why This Matters

Shared values create safety. Safety creates vulnerability. Vulnerability creates transformation.

The Builder's Code isn't just a list of rules. It's the infrastructure for the culture you're building together.

Without it, shame creeps back in. With it, builder language becomes the norm.



Builder Reminder: The tribe enforces culture. That's your job now. Hold each other accountable—not with judgment, but with love.

What's Next

After completing this workshop, you'll move to:

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