**Team Expectations**

**Assume the best intentions in one another.**

If another team member seems upset with you or says something that upsets you, don’t immediately assume that they have a problem with you. People are allowed to have bad days and don’t always realize the impact of small words. Communication is key and can help avoid these situations.

**Do not get upset with teammates who fail to fulfill expectations we never clearly set**

We as a team need to be clear in establishing goals that are attainable. It’s unreasonable to blame an individual for a misstep that the team made in declaring expectations. As a team we need to be able to review our expectations reasonably, and as individuals we need to speak to the group when we feel that expectations have not been set.

**Give feedback directly, honestly, and without malice. We will not be passive aggressive**

Without feedback none of us can grow and work together as a team. Refusing to give feedback only perpetuates the problem, however feedback should be given in a constructive way so we can help each other grow, not as a way to tear down other members.

**Focus on specific behavior, not personal character**

Feedback should always be given to fix a specific behaviour not to try to “fix” a specific person. Try to give feedback based on specific and observable actions that can be improved.

**Give everyone a chance to learn and improve**

Make sure that if someone has a chance to improve after feedback. If the behaviour doesn’t change then focus on the specific behaviour and provide more feedback. It’s unreasonable to expect people to change behaviour instantly.

**Own our own parts in contributing to conflict**

If a conflict ever arises from in our group, everybody needs to own the fact that they contributed in part to creating it. If this is done, everybody will immediately be able to address their own faults and work towards creating a more harmonious group dynamic.

**Own our part in creating and implementing solutions**

The success of this team is highly dependent on creating and implementing the required solutions to our problems, and everybody needs to own and understand their part in doing so. Working towards this goal will not be the responsibility of any one team member but all.

**Signatures of team members:**

Connor Joyce: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Sam Lindsey: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Adam Westerholm: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Alex Werner: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Lucas Igel-Dunn: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_