

## RESPECT Exercise

### Aim:

This activity creates a behavioural contract for a Team

### Supplies:

Sticky notes, writing materials, a wall or whiteboard

### Exercise:

Ask each participant to write down behaviours they associate with disrespect on their sticky notes. Ask them to write one behaviour on each note. Each behaviour should be described in no more than 3 words – no sentences

Gather in the notes and group them into similar themes on the whiteboard

Discuss as a group and distil all the notes down into a short list of disrespectful behaviours.

Discuss the list with the group and ensure everyone agrees with the list

Use the list to produce a behavioural contract for the team – the team has agreed that these behaviours are unacceptable and any member of the team is empowered to call another team member out if they display them.

### Outcomes:

Reflective discussion can improve empathy and understanding between teammates

A behavioural contract provides clear guidelines on what is acceptable and unacceptable behaviour amongst team mates

Provides an opportunity to reassure and empower less senior members of the team to feel able to speak up and creates clear responsibility for more senior members to enable and support them to do so.