

Developing a Staff Community Commitment Creating a Positive Program Climate through RULER

Video 4

A Community Commitment is a tool designed to help create and sustain a positive climate in your program. The process of creating a Community Commitment among staff helps us learn more about our peers and work together to make our site a safe, enjoyable place to work. Periodically revisiting our Community Commitment reminds us of the culture we want to cultivate in our program.

Activity Summary: In this activity, staff will work together to create a Staff Community Commitment

Time: 1 hour or more - this can be completed over multiple days.

Materials

- Index cards or post-its, poster board, markers

Facilitator Directions

1. Provide each staff member with three index cards or sticky notes, and ask them to answer the question, *“How do you want to feel when you are here at work?”* Ask staff to write one feeling word on each card or sticky note. Collect the cards.
2. Provide each staff member with three index cards or sticky notes, and ask them to answer the question, *“How do you want to feel when you are here at work?”* Ask staff to write one feeling word on each card or sticky note. Collect the cards.
3. Ask staff to think about what each feeling word will look like in the program. In other words, what will the group do each day to ensure that everyone experiences that feeling? Consider what behaviors everyone would see that would contribute to that feeling. The behaviors should be specific and observable.
4. Work together to create a visual representation of the agreements. This can be a large poster, or a digital display of your Community Commitment. Be creative and do what works for your group! Remember, it’s the content - the feeling words and behaviors - that is most meaningful.

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5. Sustain your Community Commitment by integrating it throughout every aspect of your program with the ideas below.

Ideas to Keep Your Community Commitment Alive

- **Staff Meetings:** Start each meeting by reviewing your Community Commitment. For example, ask staff to get into pairs. Then, ask them to think about a recent time they have felt one of the emotion words on the Community Commitment (or another feeling), including when the event took place, where they were, who was present, and what happened that made them feel this way. Invite pairs to share.
- **Daily Focus:** Identify one behavior to highlight each day. Ask staff to pay special attention to it and to thank others when they engage in the behavior.
- **Personal Goals:** Renew your individual commitments to the community. Ask staff members to consider an area of challenge for themselves and how they can work toward developing the skills they need to live up to a positive and emotionally safe climate. Consider adding new behaviors to the community commitment if you see a pattern of challenging areas for staff as a whole.
- **Community Commitment Survey:** Create and distribute an occasional survey to assess how often staff feel the emotions they said they want to feel during their work day. Revisit and revise words or behaviors to reflect findings.
- **Reflections:** Take a moment to reflect on the behaviors listed in the community commitment and discuss as a group:
 - Have we been living our Community Commitment?
 - Have we been acknowledging each other's efforts consistently?