



# Grounding Rules

## Our Conversational Compact Excerpted from “The WorthPlace Guild”



### A FEW GROUNDING RULES

- **Speak for Yourself** | Share from your own experience using “I” statements — not on behalf of others. We don’t fix, correct or take responsibility for others. We welcome, listen and enter into experiences.
- **Make Brave Space, Take Brave Space** | Notice how much airtime you use. Step up if you tend to hold back; step back if you tend to dominate.
- **Stay Curious, Stay Awake** | If words feel loaded, well-worn or annoying, pause and ask: “What do you mean by that word?” or, “What the word within that word? Example: “God, Burnout, Lost, They/Them/Those People,” “Politics.” Mine for for meaning beneath the surface.
- **Honor Confidentiality and Complexity** | What’s shared here stays here. Everyone’s story has layers — assume there’s more than you can see.
- **Assume Goodwill, Practice Hospitality** | We all make missteps. Openness to feedback and repair keeps trust alive.
- **Avoid Being a A\*\*** | We all know when someone has crossed the line. Let’s figure out the line before we get to it. Enough Said.

### Our Question



The Grounding Rules of the Guild | These are a few guidelines we have adopted in The WorthPlace Guild. They are common sense practices to build safety, cohesion, inclusion and clarity. Tell us your ideas for creating robust conversational community! Join The Guild at [worthplacecollective.com](http://worthplacecollective.com).