

# Team Bill of Rights Tool

Providing team members with a sense of belonging is probably the most important element of fostering unity on a team. Everyone wants to fit in. From the time we learn to walk, we are looking at our peers and trying to do what they do. We want to be part of the group. We want to be accepted.

As a coach, you can help facilitate this feeling of belonging by ensuring that everyone has a safe environment in which to work—a place that is accepting, respectful, encouraging and challenging. By promoting this feeling of belonging, you lay the foundation of a unified team. A sense of belonging begins with three basic rights: (1) the right to be treated with respect, (2) the right to be heard, and (3) the right to feel safe trying ideas...even if they fail.

Use the form below to define the principles and actions associated with these three basic rights. What does respect look like? What does it mean to be heard? What does it mean to be able to try and fail? Involve your team and ask team members to help define each area. Regularly revisit your Bill of Rights to reinforce your commitments, and to make it a living document that grows and changes with your team and its needs.

## Team Bill of Rights

*Our team affirms the value of every member, and we apply these principles and actions to create a sense of belonging.*

### **Respect** – *The right to be treated with respect.*

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_
4. \_\_\_\_\_

### **Communication** – *The right to be heard.*

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_
4. \_\_\_\_\_

### **A Safe Environment** – *The right to try and fail.*

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_
4. \_\_\_\_\_