

Participant's self-accountability and integrity pledge

- ☐ We are all accountable for success
- ☐ Be honest with yourself, your team and with your working group peers
- ☐ Commit to be open and curious
- ☐ Listen to hear, not to answer
- ☐ Help facilitator by staying on track
- ☐ Take active part in creating solutions and stand behind what was achieved
- ☐ Discuss all assumptions that everybody have about the working group
- ☐ Don't be afraid to change your mind
- ☐ Apologize if you crossed boundaries
- ☐ Ask for help or support when you struggle with being present and engaged
- ☐ Encourage others to explain their position, and make sure that no one is left voiceless
- ☐ Keep your emotions in check and, if you find yourself using aggressive or passive-aggressive methods, take five and reflect where it is coming from (side note: refusing to take part in something is a passive-aggressive behavior)



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