



PARTNERSHIP EXPECTATIONS

During this partnership, here is what you should expect from us:

- 1) **Respect** - We believe in treating our partners with respect at all times.
- 2) **Confidentiality** – We believe in respecting and valuing the confidentiality of all of our partners. All Individual and group consulting sessions are confidential (unless otherwise agreed upon).
- 3) **Collaboration & Partnership**– We believe in co-creating solutions with our clients who we call partners.
- 4) **Honest Communication** – We believe in open and honest communication with our partners no matter how comfortable OR uncomfortable.
- 5) **Integrity** – We believe in operating with the utmost integrity and professionalism when providing services to our partners.
- 6) **Accountability** – We believe that change requires individual and collective accountability. We will hold you accountable to doing the work required to achieve your desired goals. This includes confronting words, actions and behaviors that contradict your stated goals.

During this partnership, here is what we expect of you:

- 1) **Respect** - We expect you to treat our team members as well as consultative process with respect.
- 2) **Participation** – We expect you to fully engage and participate in the consultative process.
- 3) **Honest Communication**– We expect you to be honest in your communication with our team no matter how comfortable OR uncomfortable.
- 4) **Trust** – Each session is designed specifically with your needs in mind and may not always follow a linear path, nor will it be what you think it should be. We expect that you will trust the process we put in place to help you accomplish the goals you've identified.
- 5) **Accept non-closure** – There may be times when a challenge or concern is left unresolved. This is a normal part of the consultative process and we ask that you expect and accept non-closure.
- 6) **Commitment to change** – The work that we are embarking on together is not easy and it requires a commitment to changing the status quo. We ask that you embrace a commitment to change.
- 7) **Self-Reflection** – Change is not possible without personal and collective reflection. We ask that you commit to a self-reflection routine, one that allows you to reflect on your work and your role in the collective change process.