**TeamUP of Southwest Colorado**  
Norms

* Safe Space
* Diversity
* Trust
* Transparency
* Shared Vision
* Honest, Direct Communication – Just Say It
* Balance of Styles and Understandings
* Authentic Voice
* All Voices Heard
* Trust the Process
* Honor and Respect
* Strengths-based
* Listen First
* Meet People Where They Are
* Be Comfortable with Discomfort
* Commnication