

The

“Full Value Contract”

All Conferees agree to conduct themselves according to these basic ground rules:

- **SAFETY** – The physical and mental/emotional safety of every participant is paramount and must be protected by all.
- **VALUING INDIVIDUALS AND THE GROUP** – Conferees agree to support and encourage one another by practicing “valuing behaviors” like active listening, positive reinforcement, and refraining from ridicule and detraction.
- **GIVING AND RECEIVING FEEDBACK** – Each conferee has the right to respectfully express their opinions, desires, and needs. Likewise, each has the right to receive positive or negative feedback on their performance and adherence to conference goals and expectations.
- **LET GO AND MOVE ON** – Conferees were encouraged to practice forgiveness and willing “forgetfulness”, allowing the past to be the past and the focus to be on the future.
- **“CHALLENGE BY CHOICE”** – Each conferee chooses his or her own level of challenge, and has the right to say “no” to any activity, or to set goals more realistic for his or her ability level. In turn, each person takes responsibility for his or her own choices and the challenges he or she accepts.