

8 Steps to Going Beyond the Surface Being the Work

1. Don't just talk about it, be about it. Be_____ in all ways at all times. Always be your best and do your internal work that is keeping you from being your best.
2. Know your mindset and heartset. Clearly define and know your beliefs that define who you are and what motivates you.
3. Clearly articulate your expectations regarding how you want to treat others and how you want to be treated.
4. Commit to and use collective decision making that honors the voices of all.
5. Be trauma aware and informed and culturally responsive and sustaining.
6. Practice: check-in, check-out, circles, mediations, model and provide feedback, celebrate, and brave challenges and discomfort.
7. Provide the model, space and time for others to do the same (steps 1-6).
8. Build your community.

