

Mayflower Guidelines for Healthy Communication

- 1. Everyone's input is equally important.**
Each of us is an expert on our own experience. We all have valuable information to share.
- 2. We encourage attentive listening from everyone involved.**
Our goal for the conversation is to learn and expand our understanding. Careful listening is how we reach that goal.
- 3. We ask that everyone participates and that no one dominates.**
Actively verbal participants are encouraged to monitor the frequency and length of their contributions. All of us work to create an atmosphere of trust so that quieter participants feel safe chiming in.
- 4. When giving feedback, we stick to describing behavior.**
We avoid adding evaluative comments that may overstep boundaries with our own editorializing. Judgmental language such as "should" and "ought" is discouraged.
- 5. We encourage people to tell their own stories and speak of their own experiences...**
...and avoid representing the grievances of others. The Ministry Review and Clergy Evaluation Committee (MRCE) will support and accompany individuals as needed to help foster the direct and respectful communication of a grievance or negotiation of a conflict.
- 6. We encourage collaborative dialogue.**
We do not try to outdo one another in showing how much we know about the topic we are discussing. We don't engage in dialogue with the motive of proving others wrong. Instead, we strive to open ourselves to the views of others so that we might enlarge our understanding of multiple perspectives.
- 7. We respect and honor the confidentiality of all private information.**
While we encourage people to own their feedback by voicing it directly and respectfully to the concerned party, we recognize that in the context of our conversations, sensitive or confidential information may be shared. When this occurs, we will ask permission before sharing that information with others.