

# DEFINING YOUR NON-NEGOTIABLES

Have each member of your leadership team fill out the PDF tool on their own. Then gather your team, share your thoughts with each other, and make note of the non-negotiable behaviors most commonly valued among your team. The top three will surface as your organization's non-negotiables.

**Pro Tip:** *Don't randomly choose behaviors that seem important; if most of your team agrees on something as essential, pay attention. They're already in agreement about what matters. The goal is to clarify and define, not invent, your essential behaviors.*

What non-negotiable behaviors do we value?

How and when will we prioritize talking about these?