



Girl Scouts of Western Washington

## Group Agreement

Clearly define how a group will work together and the values that the group believes

### What is a Group Agreement?

A "Group Agreement" is an agreement developed by a group to create the most effective environment for all members. Group members should come to consensus when developing the contract and will agree to all terms of the contract. These contracts can be very simple in nature, or they can become elaborate.

### What are they good for?

Group Agreements are useful for bringing groups together, and are a tool for ensuring everyone fully understands what is expected and accepted as a member of the group. They are a place to clearly outline expectations for girls and adults.

### How are they used?

They can be used as a group guideline and should be established at the beginning of a group's formation or prior to a new challenge, such as a group trip. This will establish clear expectations and regulations for all those involved. However, if your group has been meeting for a while and has not yet developed a group agreement, you still can with great success. Then, the agreement can be used as a reference if the group's goals are not being reached or if the group needs to modify their plan.

### How are they produced?

There many different ways to create a Group Agreement. As Girl Scouts, we often begin with the Girl Scout *Promise and Law*, which girls agree to before participating. To develop a Group Agreement for your group:

- Review the process of brainstorming with the group
- As a group, brainstorm expectations and goals
- Identify values all members immediately agree on
- Eliminate values that are not useful in achieving the goal
- All members must reach consensus and approve the contract

For an example of a Group Agreement, here are five basic values (use your hand to illustrate the group and your fingers to represent each of these five values):

- Be present
- Pay attention
- Speak your truth
- Be open to outcomes
- Create a safe environment

When creating your Group Agreement, be creative and figure out what is meaningful for your group. If you are taking a trip together, or see your Girl Scout experience as a journey, consider drawing a path made of several stones. Have girls brainstorm values, expectations, and/or truths that your group must have in order to have a successful trip. When they are agreed upon, write them inside the stones that make your path. Then, have each group member sign the agreement.