**Ideas for the Contract Stages**

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| - Timing of meetings | - Lateness/punctuality |
| - Presence/absence of members | - Work pacing style |
| - Preparedness for meetings | - Contributing ideas and speaking up |
| - Listening vs interrupting | - Frequency of meetings |
| - Encouragement of expression | - Rules for brainstorming |
| - Acceptance of different types of behaviour (e.g., aggression, sexist remarks, dominance) | - Acceptance of different viewpoints, cultural considerations, and perspectives |
| - Commenting on ideas | - Completion of work |
| - Seeking opinions | - Deadlines |
| - Restatement of opposing arguments in own words | - Allowance of disagreement against the majority |
| - What will be done if rules are broken (i.e., how will people be accountable to the group?) | - The “Golden Rule”, discuss conflict the way that we want others to discuss it with us |
| - Criticizing ideas, not people | - Roles: Leader, “Devil’s Advocate”, |
| - Seeking opinions | - Match skills to task |
| - Deadlines | - Reminder it’s not a competition |
| - Collaboration, not compromise | - Coin Toss |
| - Voting | - Expert Decides |
| - Consult instructor/TA | - Going back to the drawing board |
| - Consensus |

**Stages of Constructive Controversy Team Contract**

**Lab #:** \_\_\_\_\_\_\_\_\_\_\_\_\_ **Team #:** \_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Team Name:** \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ **Date:** \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**What will we do to ensure SHARING information amoung team members, especially information that is against the majority? –** Fully develop and express multiple ideas and resources, especially in times of brainstorming.

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**What will we do to ensure UNDERSTANDING of ideas shared by everyone and the questioning of others’ perspectives? –** Be sure to explore and question all options to make sure you fully understand other perspectives and ideas.

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**What will we do to ensure INTEGRATION of presented positions and creation of new, innovative solutions? –** Make an effort to integrate the new ideas together in order to create innovative solutions.

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**What will we do to ensure TEAM DECISION is made and committed to by all team members? –** At this point, you need to make sure everyone is in agreement and ready to implement the decision.

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