## **TIES Norms of Collaboration**

1. Promote a Spirit of Inquiry



2. Pause... Think...



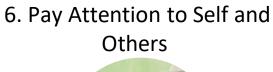
3. Paraphrase



4. Probe for Specifics



5. Put Ideas Out There



7. Presume Positive **Intentions** 



8. Step Up and Step Back



9. Space for Grace



10. Maintain Confidentiality







