

C.H.A.R.M.

C.H.A.R.M. invites us to engage with one another using agreed upon values that foster healthy, collaborative partnerships, built on equity and respect.

These guidelines can be applied to all relationships, personal & professional, and in all spaces, up-close & online, at family gatherings and work meetings.

Inspire Diversity,
Demonstrate
Inclusion, &
Empower Each
Other through
C.H.A.R.M.

COMMUNICATION

To prevent conflict & foster engagement, it's important to take part in healthy communication that involves active listening to understand, not to react, and direct, honest, and timely feedback.

HAVE FUN

Professional relationships develop & strengthen when colleagues participate in activities that are interesting for all. Laughing together brings us together, moving past the confinement of agendas and deadlines.

ACCOUNTABILITY

It's important to be responsible for our participation, engagement & contributions, set clear expectations & respect those set by others, communicate if adjustments are needed, and embrace accountability when mistakes are made.

RESPECT

Clarify roles & responsibilities. Respect the contributions & perspectives of all. Be considerate of time & space you are holding. Make room for diverse learning needs & participation styles.

MAKE SPACE & TAKE SPACE

Collaborative spaces require an intentional give & take from all. If you are one who holds a lot of space, can you make room for others? If you tend to hold back, can you assert yourself a bit more? – When engaging in discussions or activities, make room for diverse processing styles. Collaborative partnerships are much more rewarding when we participate, contribute, and follow through in respectful ways.