

UNWRITTEN GROUND RULES (EXAMPLES)

Listed below is a selection of positive, neutral and negative UGRs from past clients, across different sectors, to provide real-world examples of what a UGR can look like. This is not a detailed report.

POSITIVE UGRs

- Around here we **work hard** and get on with things without complaining.
- Around here we **believe in each other** and value each other's skills, contributions and motivations.
- Around here we are **gutsy and courageous**, and have important conversations with staff when needed.
- Around here we make **important decisions together**, sharing success and owning mistakes as a team.
- Around here we **celebrate birthdays** and love a good cake.
- Around here it is **easy to get annual leave** when we want or need it.
- Around here we **value professional development** and prioritise attendance.

NEUTRAL UGRs

- Around here we **don't take ourselves too seriously**.
- Around here we **all have different ways of doing things**.

NEGATIVE UGRs (RE-FRAMED AS PART OF THE PROCESS)

- Around here if you're **not seeing a patient**, you're not doing **real work**.
- Around here we **complain about other staff** behind their back.
- Around here our **opinions don't really count** so it's easier to nod our head and agree with our manager.
- Around here we **stay quiet in meetings** to avoid being given more work.
- Around here some people **get away with not turning up to yard duty** and it doesn't feel fair.
- Around here we **think you're slack** if you have a **morning tea break**.