

## Commitment To My Co-Workers

*As your Co-worker and with your shared organizational goal of excellence in education,  
I commit to the following:*

- ♦ *I will accept responsibility for establishing and maintaining healthy interpersonal relationships with you and every other member of this team.*
- ♦ *I will talk to you promptly if I am having a problem with you. The only time I will discuss it with another person is when I need advice or help in deciding how to communicate with you appropriately.*
- ♦ *I will establish and maintain a relationship of functional trust with you and every member of this team. My relationships with each of you will be equally respectful, regardless of job titles or levels of educational preparation.*
- ♦ *I will not engage in the "3B's" (Bickering, Back-biting, and Blaming). I will practice the "3C's" (Caring, Committing, and Collaborating) in my relationship with you and ask you to do the same with me.*
- ♦ *I will not complain about another team member and ask you not to as well. If I hear you doing so, I will ask you to talk to that person.*
- ♦ *I will accept you as you are today, forgiving past problems and ask you to do the same with me.*
- ♦ *I will be committed to finding solutions to problems, rather than complaining about them or blaming someone for them, and ask you to do the same.*
- ♦ *I will affirm your contribution to the quality of our work.*
- ♦ *I will remember that neither of us is perfect, and that human errors are opportunities, not for shame or guilt, but for forgiveness and growth.*