

### **Communication Guidelines:**

- The person holding the circle stone speaks. Others listen.
- Respond to the questions.
- Speak from your own experience.
- Hold the space for one another.
- The circles are sacred space- It's OK to share the *learnings* but not the story.
- Double confidentiality- what is said here is confidential and, please do not approach a person who shared a vulnerable story after the circle to revisit that story, to process with them, to thank them or for any reason.
- If you start to feel defensive or confused, turn to curiosity
- Anyone may pass. If you do pass you will be given a chance to respond to the question before we move on. (Please do not "go back to a question" if you chose to pass.)

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