

“The Full Value Contract”

(As developed by Mark Murray, of “Project Adventure”)

The Full Value Contract is an agreement through which individuals seek to create the most effective learning environment for all participants. Individuals are asked to agree to these behavioral guidelines as a way of insuring that everyone fully understands what is expected and what is accepted.

The Full Value Contract:

- Encourages people to share their ideas and opinions openly and honestly.
- Promotes giving feedback—positive as well as critical—when appropriate.
- Asks people to listen to and to communicate effectively with each other.
- Encourages all participants to work together to create a safe and caring learning environment.

Tenets of the Full Value Contract

Be Present

Be present mentally, physically, emotionally during the training. Be on time for sessions. Honor the commitment of others by giving fully of yourself

Pay Attention

Listen to what others say and focus on understanding the ideas. Try to minimize distractions that take your focus away from the program content; if distractions occur, bring your attention back to the program as quickly as possible. Listen as well to your inner voice; hear it and assess its significance.

Speak Your Truth

Share your thoughts and opinions openly and honestly. The “truth” is in the world as you see it, and your opinion is just as valid as any one else’s. be careful when holding back opinions and ideas – what you withhold may be critical information or knowledge that the group needs at that moment.

Be Open to Outcomes

Try not to prejudge what is happening. If you have preconceived notions about what you will learn or what you will experience, you may discover those ideas. But you may limit your ability to perceive other insights and knowledge. Allow the training to be completed; then pass judgement.

Attend to safety

Be aware and sensitive to the impact of what you say, what you do and what you may not do. Create a level of safety for others to feel comfortable. Point out issues or concerns that may affect the environment. Maintain confidentiality, eliminate fear of reprisal, be open to forgiveness in order to move on.