

## Insight Community of the Desert **C.A.R.E.** Group Communication Invitations and Guidelines

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**Practice Self Focus in Your Sharing:** Attend to and speak about your own experiences and responses. Do not speak for a whole group or express assumptions about the experience of others. Please refrain from cross-talk to allow spaciousness in the sharings.

**Practice “Both/And”:** When speaking, substitute “and” for “but.” This practice acknowledges and honors multiple realities.

**Refrain from Blaming or Shaming Self and Others:** Practice being non-judgmental.

**Move Up / Move Back:** Encourage full participation by all present. Take note of who is speaking and who is not. If you tend to speak often, consider “moving back” and vice versa.

**Practice Mindful Listening:** Try to avoid planning what you’ll say as you listen to others. Be willing to be surprised, to learn something new. Listen with your whole body and self.

**Confidentiality:** Take home learnings but don’t identify anyone other than yourself, now or later. If you want to follow up with anyone regarding something they said in this session, ask first and respect their wishes.

**Monitor your sense of comfort and self-disclosure:** Take care of yourself and be aware of your feelings of safety. Honor your limitations and be gentle with yourself.

**Right to Pass:** You can say “I pass” if you don’t wish to speak.

**Understand the Difference Between Intent and Impact:** Try to understand and acknowledge impact. Denying the impact of something said by focusing on intent is often more destructive than the initial interaction. Be willing to be humble, apologize when appropriate.

**Care for the Whole Group and Yourself:** We are part of the whole group and the whole group would not be whole without us.