

INTEGRITY ROUND FOR STAFF MEETINGS



In the context of groups, it is important to establish agreements so that the group becomes solid, safe, and maintains integrity. The staff agreements should be clear after the first staff meeting and each staff member should agree to the agreements. Once a person makes an agreement he/she can be held accountable, i.e., asked to be in integrity with the agreements, with the group and with him/herself.

Integrity Round Leader: This role should be assigned to a senior staff member or a junior member who has a strong grasp of this process. If you are leading this process, watch the video teachings on the Integrity Round available on the website (www.menatthecross.com or www.womenatthecross.com). These videos are under the “Staff Resources” section of the website and are password protected.

This document is divided into two parts:

- **PART I** is the actual process for the Integrity Round.
- **PART II** is the longer, fuller description of what the Integrity Round is about and why we do it. You can draw on this information when people ask questions about the Integrity Round.

PART I : The Integrity Round

A. Describe the Integrity Round

- This is about being integrity with the agreements we have made as a staff.

B. Why we do the Integrity Round

- It is important to keep agreements we make.
- Ask: “What happens if, as a staff, we don’t keep our agreements?”
- Being in integrity with our agreements helps create a safe container as a staff and a staff that is prepared and ready to serve the attendees.
- This is an opportunity to stay in integrity here so that we learn how to do it in our everyday lives.

C. Introducing the Integrity Round

- Read the agreements. Any questions?
- Have the men or women check in their first name and “I’m in integrity.” Or “I’m out of integrity.”
- Go around the circle. When everyone has checked in return to those who are not in integrity.
- Teaching Point – “How many of us are out of integrity at different times and places or with people in our lives? We are all out of integrity at times. Let’s confront this in a safe place. Not to shame, but to look at how we do life (work, family, ...) and to practice being in integrity out there.”

D. Leading the Process to get back into Integrity

- Explain: “We are now going to give you an opportunity to get back in integrity. This is not about punishment or shame. This is about growing into maturity and owning where we need to grow.”
- The facilitator goes back to each individual who stated he/she was not in integrity. They remain seated during this process. Ask: “How are you out of integrity?” The person states which agreement(s) have not been met. Sometimes the person is not clear about this because they are unfamiliar with the process. They might in fact be in integrity. Listen carefully to what they are saying here in order to address this possibility.)

E. Leading when three or more people are out of integrity:

1. **Process one person in front of the whole group.** Do NOT ask the person to stand up. Have them remain seated.
2. **Process the remainder of those out of integrity into groups.**
 - Break up the staff group into enough groups to where all staff who are out of integrity can be processed and come up with an act of service.
 - Assign one of the leadership to lead the integrity process in each group. All staff leaders should be able to lead this process well.
3. **Questions for the Integrity Round Process**
 - “How might your choosing not to _____ impact this container?”
 - “What might the message be that you are sending?” (You may also ask the staff what they think the message/impact is on the container.)
 - “Does doing _____ this show up in other areas of your life?”
 - “How does it impact _____ (family, friends, work...)?”
 - “Is that something you are willing to look at?”
 - “At this point we would like to give you an opportunity to get back into integrity through doing a simple act of service. Again, this is not about punishment. It’s about giving you a chance to look at this part of your life and to experience growth around your keeping agreements.”

The act of service must be:

- Simple
- Measureable
- Doable within a specified amount of time
- Accepted by the group
 - o Examples: resetting the chairs, taking the trash out, making coffee,It cannot be a job the person is already assigned to do or one that someone else is assigned to do. You can get ideas from the group if the person doesn’t come up with any ideas.

“What simple act of service would you like to do to get back in integrity with yourself and this circle?”

Note: You may want to be prepared with examples of acts of service in case they are having a difficult time coming up with one.

PART II: More on the Integrity Round

Accountability and Being in Integrity:

In the context of groups it is important to establish agreements so that the group becomes solid, safe and maintains integrity. These agreements should be clear after the first staff meeting and each member of the staff should agree to them. Once a person makes an agreement, he/she can be held accountable. You cannot be out of integrity or held accountable if you did not make an agreement to something. At staff meetings for the weekends, the process is used to hold staff accountable to the agreements they have made to staff.

If a person breaks the agreement (does not complete the job), that person is out of integrity. Another individual or group provides accountability and then a chance to get back in integrity through an act of service. The act of service is required (in this process) because of the violation of an agreement.

When the Act of Service is done:

For many people there is a misconception that it is the group's responsibility to follow-up. It is not. The one who is out of integrity is responsible to get him/herself back into integrity. No one can do this for them. It is not the burden of the group to remember, or to follow up on, the one who is out of integrity. In fact, this may create an environment of shame and judgment.