

Full Value Contract

A Full Value Contract is a starting point for any group. It provides the ground rules for behavior for the life of the group. Depending on time constraints a Full Value Contract can be provided by the facilitator or it may be developed by the group. If time allows the development of a Full Value Contract by the group is preferred. There is more buy-in and greater chance that the group will hold each other accountable for behavior.

Non-negotiables:

- A Full Value Contract should contain an agreement that everyone will keep the members of the group physically and emotionally safe.
- A Full Value Contract should include the concept of "Challenge by Choice."

A typical Full Value Contract:

The Five Finger Contract is one of the most commonly used Full Value Contracts when one is provided by the facilitator to save time. Each finger is a reminder of a component of the Contract:

- Pinky - Safety because it is the most vulnerable finger (Challenge by Choice can be included here)
- Ring Finger - Commitment to the group (Challenge by Choice can be included here)
- Middle Finger - No put-downs
- Pointer - Take responsibility instead of blaming - when you point your one pointer finger at someone, three of your fingers are pointing back at you at the same time (Challenge by Choice can be included here)
- Thumb - Thumbs up means agreeing to work toward group goals

Group Development of the Full Value Contract:

A number of activities can be used to facilitate the development of a Full Value Contract.

I typically have students brainstorm a list of the attributes of a good friend as I list them on the board. We then eliminate items that are duplicates, or roughly duplicates, as well as ones that the group agrees are not very important until we get down to a list of five to seven. I always insist that Safety and Challenge by Choice be two of the items on the list. By the time the group gets down to a list of five to seven attributes, the lists are always roughly the same as the components of the Five Finger Contract listed above. After all, we generally want those things in our lives don't we?

I like to use Balloon Frantic for Full Value Contract development as well. I give each participant three or four balloons. I have them write a different attribute of a good friend or a quality that is safe and respectful on each balloon. Then facilitate the activity as I normally would allowing the group to solve the problem by eliminating items until they get the list down to a manageable number. And you now have your Full Value Contract components!