



Reciprocity

Name:

Date:

Partnership Principles

are about

creating the conditions to show genuine respect for learners (partners) as a foundation for high quality professional learning and coaching
[\(watch an introduction here\)](#)

Equality

The belief that all people are equal and that everyone's input matters

Do my partners feel their knowledge/experience is of equal importance?

Fifth Discipline by Peter Senge; *Tomorrow's Children* by Riane Eisler; *Respect: An Exploration* by Sarah Lawrence-Lightfoot

Choice

Authentic choice leads to motivation, responsible accountability, empowerment and increased likelihood of success

Do my partners have choices?

Stewardship by Peter Block
The Art of Choosing by Sheena Iyenga

Voice

A two-way communication that involves being heard as well as listening to others that empowers people in their interactions.

Am I really listening to my partners with the intent to understand?

The Seven Habits of Highly Effective People by Steven Covey

Dialogue

Conversation that brings people together as equals so they can share ideals, create new knowledge and learn.

Do I share ideas as well as assimilating new understanding of the ideas shared with me?

Better Conversations by Jim Knight

Reflection

Looking back at past events, looking at what is currently happening, and looking ahead to make improvements.

Do I support my partners in thinking about what can we do differently (now and in the future) for increased success?

The Reflective Practitioner: How Professionals Think in Action by Donald A. Schon

Praxis

The act of engaging with and applying new knowledge.

Do I support my partners in continual "sense making" of new understandings as well as applying lessons learned?

Kurt, S. "Kolb's Experiential Learning Theory & Learning Styles," in Educational Technology. Dec 28. 2020

Reciprocity

Partners learning from each other and side by side.

Am I open to learning from the people I am coaching?

Turning to One Another by Margaret Wheatley; *Give and Take* by Adam Grant, PhD

Want to know more?
Click on the partnership principle name to see additional resources including a video with Jim Knight explaining the principle.

So what? What is important to understand about this?
In order for people to perform at their best, they need supportive environments based on respect and trust. Partnership Principles help build that environment.