

Steps for Creating a Code of Honor

1. Create the code when you are in a good place.
2. Focus on particular problem areas that you want to fix AND areas of strength that you want to encourage and strengthen.
3. If you have an existing team, get everyone involved. If you are just starting out create it around your vision. This sets the culture for your company.
4. Discuss / think about instances of good and bad behaviour and the feelings they invoked.
5. From the discussions, write down the rules that will support optimal behaviour and performance.
6. Make sure that the rules are specific and enforceable without ambiguity, and that they are not general value statements.
7. Don't attempt to legislate moods in the code, only behaviours.
8. Rules should be a challenge and a stretch for everyone.
9. Don't make too many rules. Ten or less is best.
10. When someone breaches the code ... "Call it!"