Oregon School Boards Association
July 18, 2015

Breaking The
UNWRITTEN RULES

How you think affects how you act!

Belonging

Social Contracts

Habits of the Mind

Unwritten Rules Where You Work and Play
(check what applies to your life)

Here’s the way we REALLY do it.
Never say no to the boss/partner/general.
I/we can/can’t do that.
That’s not my job (even if it really is)
Complaining is expected and accepted.
Management is always right.
Leaders always wear ties.
We’re volunteers. We don’t have to work hard.
Lunch is not just 12-1 PM.
We don’t have fun at work.
Don’t listen to him/her. They don’t get it.

Don’t listen to the HR Department.
Everyone is out for themselves.
The squeaky wheel gets the funding.
Superintendents think they know it all.
We have the same meal every Saturday night.
It’s okay to wear jeans to work on Friday.
Meetings always start late.
Our meetings last forever.
That doesn’t apply to “us”. We’re special.
It’s expected to be late for meetings.
I always sit in this chair (That's my chair!)

We are what we repeatedly do. Excellence, then,
is not an act, but a habit. - Aristotle

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3 Common Unwritten Rules

**Possibility**

**Capability**

**Importance**

**The Challenge**

Change
Social Momentum

**Structure · People · Past**

Change is hard because it is uncomfortable.
Change is often expedited by a cataclysmic event.

So how do we change? How do we break the unwritten rules?

**Recognize – Rewrite - Reinforce**
Tools for Breaking the Rules
Personal and Organizational

The Purpose Principal

The “What If…” Principal

The Inversion Principal

The Baby Step Principal

The Come Alongside Principal

SO WHAT?