

The Structure of Strong Communities

	Clear Purpose	Invitation/ Initiation	Rituals/ Symbols	Rules of Conduct	Stories	Rings of Engagement
WHAT	<p>Is it meaningful?</p> <p>Does it take a stand?</p> <p>Is it 'disputable'?</p>	<p>Is it authentic?</p> <p>Does it make privileges and responsibilities clear?</p> <p>Is it clear when someone has entered?</p>	<p>Do rituals reinforce the current purpose (or are they leftover from the past)?</p> <p>Are important moments marked?</p>	<p>Are rules of engagement linked directly to purpose?</p> <p>Is dissent/productive conflict encouraged and supported?</p>	<p>Do stories convey community identity and values?</p> <p>How are stories collected and shared within and beyond the community?</p>	<p>How do the rings signal what the community values?</p> <p>Do the rings celebrate many forms of contribution?</p>
WHY	<p>Allows people to opt in or out or "visit"</p> <p>Provides a binding aim for participants</p> <p>Provides basis for assessing/correcting participant behavior</p>	<p>Creates sense of belonging/acceptance</p> <p>Encourages commitment</p> <p>Offers emotional weight</p> <p>Establishes "shaping" role for the host</p>	<p>Imbues activity with meaning</p> <p>Reinforces belonging</p> <p>Reminds participants of important behavior</p> <p>Gives emotional weight to milestones</p>	<p>Creates more meaningful dialogue by equalizing peer contributions</p> <p>Builds trust and commitment</p> <p>Gives host power to nudge participants toward productive engagement</p>	<p>Teaches values and conduct</p> <p>Strengthens trust through vulnerability</p> <p>Highlights both individual and mutual benefits</p> <p>Signals what progress looks like</p>	<p>Motivates individuals to make progress</p> <p>Signals behaviors most important to achieving the community's purpose and individual enrichment</p>