



welcome

to the

**ADHD Business
Mastermind**

and

**Group Coaching
Experience**

I HAVE ADHD

Community Guidelines

To ensure that this group becomes and stays a welcome, inclusive and safe environment for all members, **please review Kristen's company and community values and ethics [here.](#)**

In addition to the values and ethics upheld by the I Have ADHD company and the FOCUSED community, there are a few additional standards and boundaries that are specific to this mastermind group.

Do the work to be open.

You will meet women from different backgrounds and different parts of the world in this group. When (not if...WHEN) you feel judgmental of someone, notice it. Notice how your brain often wants to reject people or ideas that are outside of your own worldview. Please do the work to be open-minded and open-hearted toward your fellow masterminders, even when you struggle to understand their point of view.

Be respectful.

This mastermind is a place for grownups, and grownups are able to honor and learn from people even when they have differing perspectives. There is no “right way” or “wrong way,” there is simply what’s right for you and your business. Always keep in mind that what’s right for you might not be right for other members of the mastermind, and vice versa, and that is perfectly ok!

Remember: Your language matters.

Please use open and inclusive language. An “us vs. them” mentality will not be tolerated. Racism, sexism, classism, or homophobia of any kind will not be tolerated. Pay attention to specific requests from your peers (such as pronouns). Always address and treat people in the way that is most comfortable to them.

Ask for what you need.

This mastermind is a place for grownups. I’ve said it twice because it bears repeating. Grownups ask for what they need. Do you need coaching? Ask for it. Do you want support? Ask for it. Do you want to vent but don’t want any suggestions? Please communicate that!

Practice self-direction and autonomy.

In a group like this, I understand that some of you are naturally going to want to participate/talk the whole time, while others of you learn better by observing. I will do my best to coach each member of the group equally, while honoring your different learning and engagement styles. Make sure to ALWAYS get what you came for, even if that means observing/lurking the whole time. Decide that each call has gold that you can mine, and do the work to mine it.

Ask for permission before sharing thoughts or feedback.

Sometimes we are not ready for outside perspectives and need to be with our own thoughts. If someone is not open to feedback, please honor that request and remember that it's not personal.

Call people in.

- If someone makes a statement and you feel hurt after hearing it, please know that you are welcome to say so.
- If you say something hurtful, or it didn't come out the way you intended it, please hold yourself accountable.
 - Apologize and learn how to offer an alternative response
- If you aren't comfortable speaking up in the group and would rather address the person privately, that's fine too.
- Please know that you can speak with me (Kristen) directly if you want to talk through anything pertaining to feeling hurt, judged, unsafe, etc.

BE GENEROUS.

I (Kristen) promise to always assume the best about you, and not the worst. I ask that you give your peers and me the same generosity. We have ADHD. We will be impulsive at times. We will have strong emotions at times. Please keep this at the forefront of your mind: We are all fundamentally good people trying to do our best in the world. While hurts may happen, I truly believe that no one is out to get you or out to get me. Be generous in your thoughts about your fellow masterminders.

General Call Guidelines

- Please come to the calls as on-time as possible
- Please keep yourself muted when you're not speaking
- Please show your video
- Feel free to participate in the chat
- If the chat is distracting to you, feel free to hide it!
- Know that I will always come with a plan, but each call will evolve as the group needs/decides. I am here in service to you and your peers