

## Open Exploration and Sharing Ideas

Narration: **[00:01]** Open exploration and sharing ideas. Focus on improving the ideas of the entire community instead of solely on the individual learner.

**[00:11]** Contributions to the organization's shared top-level goals are prized and rewarded as much as individual achievements. Team members produce ideas of value to others and share responsibility for the overall advancement of community knowledge.

**[00:27]** Idea diversity is essential to knowledge advancement, just as biodiversity is essential to the success of an ecosystem. To fully understand an idea is to understand the ideas that surround it, including those that stand in contrast to it. An environment of diverse ideas and perspectives enables new and more refined ideas to evolve.

**[00:52]** All participants are considered legitimate contributors to the shared goals of the community. All take pride in the knowledge advances achieved by the group. The group's diversity and divisions do not translate into hierarchies of knowledge haves and have-nots or innovators and non-innovators.

**[01:12]** Build on each other's notes, agreeing, asking and answering questions, offering opinions. Establish a culture of accepting individual difference. Assess evenness of contributions. Link and expand ideas to make productive use of diversity.

[END OF RECORDING – length, 01:31]