**Guiding Principles**

**CONDUCT OF BEHAVIOR**

I, Mary Jo Bulbrook, agree to abide by the following principles in carrying out my role as an ISGO Certified Facilitator.

A drawing of a face

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Signed June 25, 2019

Guiding principles are:

1. **Model Integrity** Uphold the highest professional standard in all my activities where I am represented as an ISGO Certified Facilitator (ICF).
2. **Active Listening** Listen with an open heart at all times to hear another’s point of view and create clear communication between those who participate.
3. **Speak My Truth** Speak my truth always. Speak to be heard and understood without prejudgment, predisposition or need to control.
4. **Model Respect** Appreciate and respect all people regardless of race, nationality, gender, sexual orientation, beliefs, ideas about NDE and STE, physical ability, origin, creed, political affiliation, culture or financial status, education and age equally and without prejudice.
5. **Confidentiality**

Uphold confidentiality and ensure safety for all concerned.

1. **Transparency**  Share any and all conflicts of interests if a situation arises.
2. **Clear Boundaries**  Connect with clear boundaries honoring the self and others.
3. **Seek Counsel** If something comes forward that I do not know how to handle, I vow to connect with the ICF administration team and others as appropriate.
4. **Do My Best** At all times, I vow do my best and reframe for using social media disrespectfully regarding anything connected to ISGO and IANDS. If I have a problem, I will go through proper channels to resolve any issues that come forward.