**What are some ways we might be unwittingly discouraging community ownership?**

* Too much delegating and minimal opportunity to volunteer - in other words being voluntold versus volunteer.
* Not following through with tasks agreed upon
* Not respecting the work style of your partner
* Not having a clear timeline.
* Not recognizing each partners contribution
* Not respecting the data, bringing it back to the next session, typing it up and sending it out ASAP
* Ending discussions at the interpretive level - we love all these ideas -- but not moving to the decisional level where commitments get made
* Doing the work myself because I can rather than finding a community member that would like to contribute
* Not designing meetings with intent to achieve results
* Cheering for an idea I like and devaluing the other people's idea as a result.
* Not allowing time for successes to be shared and celebrated
* Cramming too much on an agenda
* Not imagining who could be invited who would really care about assuring things happen that are outside of our normal group members
* Not asking for help
* Not celebrating the successes of the team and partners
* Excluding unknowingly
* Being Stagnant
* Being unsupportive of the efforts - doing it because we are being told to do it vs. believing in the work we do
* Showing indifference
* Rushing the process
* Not having a clear goal
* Being inflexible and not adjusting the plan as new challenges arise
* Not keeping the conversation on track
* Allowing a strong partner to dominate
* Offer to do much and not delegating the tasks
* Talking too much during the meetings
* We don't get consensus from everyone
* Taking too much of the control at a meeting.  We need to encourage OTHERS to participate.   Give everyone a voice.
* Making too many assumptions; not opening yourself to learning something new
* Not recognizing their priorities and timelines
* Not recognizing and utilizing the strengths and interests of those in the group - important to challenge and empower all staff and partners
* Not asking for input on: meeting goals, agenda, or what they would like to accomplish. Not providing them opportunity to lead parts of the meeting