

## The RAFT

Negative Patterns of Behavior	RAFT	Positive Patterns of Behavior
<ul style="list-style-type: none"> <li>• Hostile Competition</li> <li>• Suspicion</li> <li>• Anger, Aggression, Belligerence</li> <li>• Indifference</li> </ul>	<b>Respect</b>	<ul style="list-style-type: none"> <li>• Cooperation and Collaboration</li> <li>• Trust</li> <li>• Calm</li> <li>• Listening (and sensitivity to local concerns)</li> </ul>
<ul style="list-style-type: none"> <li>• Powerlessness</li> <li>• Impunity</li> <li>• Security, Arms &amp; Power</li> </ul>	<b>Accountability</b>	<ul style="list-style-type: none"> <li>• Positive Action</li> <li>• Responsibility</li> <li>• Rule of Law (or Nonviolence)</li> </ul>
<ul style="list-style-type: none"> <li>• Different Value for Different Lives</li> <li>• Ignoring Rules</li> </ul>	<b>Fairness</b>	<ul style="list-style-type: none"> <li>• Recognition of Value</li> <li>• Following Rules</li> </ul>
<ul style="list-style-type: none"> <li>• Closed</li> <li>• Decision making process unknown</li> <li>• Hide information</li> </ul> <p>Lack of transparency contributes to all above behaviors</p>	<b>Transparency</b>	<ul style="list-style-type: none"> <li>• Open</li> <li>• Decision making process known</li> <li>• Share information</li> </ul> <p>Transparency contributes to all above behaviors</p>

## Three Spheres of Behavior

### Conduct

Conduct is the personal behavior of individuals.

### Policy

Policy is the organizational documentation that influences, directs, and constrains conduct.

### Publicity

Publicity is the organization's presentation of itself and its work to the world.