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# Normative Culture

**N**ormative Culture is a way of behaving rather than a system of rules. It uses peer pressure in a positive way among both students and staff to create shared expectations regarding attitudes and behavior. It also gives staff members and students a common language to use when talking about these expectations.

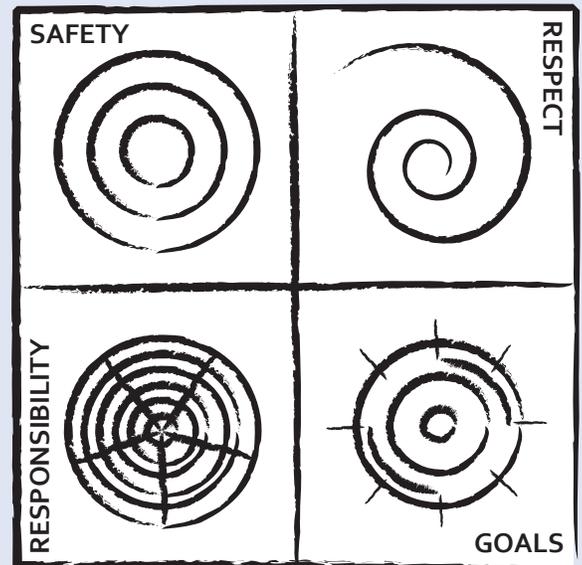
**E**xpected attitudes and behaviors are called “norms.” Being a member of Clearfield Job Corps requires that everyone, staff and students alike, act according to the norms of respect, responsibility, safety and achieving goals.

**W**hen someone breaks a norm, the people around him or her are expected to point out, or “confront,” the error in a helpful manner. The person being confronted is expected to accept helpful feedback in a respectful way.

**T**hroughout the day, people look to the four norms to guide their behavior. They must take responsibility and accountability for their actions, show respect for others, keep the situation safe, and work toward achieving goals. In this way, staff and students serve as positive role models for one another.

**T**he goal of Normative Culture is to develop within each individual an internal guide for behavior that is helpful in any environment. Job Corps becomes *your* home, what type of environment do you want to live and train in? It’s all up to you!

## FOUR QUESTION CULTURE



- Is this behavior safe for me and others around me?
- Am I being responsible in the situation?
- Is this behavior acceptable and respectful?
- Will it assist me in achieving my goals?