Appendix II

Process Values Cards
Collaboration

Do we make decisions jointly?

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Exclusivity

Do we exclude certain family members from making decisions based on age, bloodline, gender, or other issues?

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Dialogue

Do we encourage discussion and are we open to hearing each other as we make decisions?

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Equality

Do we make decisions using equality as our principle, treating everyone the same?

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Reflective Thinking

Are we contemplative in our approach, gathering information and exploring as we make decisions?

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Transparency

Do we disclose relevant information and our rationales as we make decisions?

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<table>
<thead>
<tr>
<th>Hierarchy</th>
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<tbody>
<tr>
<td>Are decisions made in an autocratic way with one individual in a dominant position?</td>
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<table>
<thead>
<tr>
<th>Inclusivity</th>
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<tbody>
<tr>
<td>Do we include all family members in our decision making?</td>
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</tbody>
</table>

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Empowerment

Do we authorize other family members to make decisions?

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