

Rule Shifts for Janteloven: Shifting the Paradox of “Minnesota Nice” <i>Minnesota Nice aims to create an inclusive basis for consensus, but its habits can result in an exclusive social order.</i>	
Janteloven	Shifts
You're not to think you know more than we do.	Different perspectives are necessary to inform the best strategy.
You're not to think anyone cares about you.	Networks of care & trust are key to improving our world.
You're not to think you are more important than we are.	Sometimes it's important to prioritize individuals—especially outliers--when making decisions.
You're not to think you are smarter than we are.	Every person has experiential smarts that the group needs; minimizing and microaggressions are costly.
You're not to convince yourself that you are better than we are, or good at anything.	Outliers are likely to be more innovative than those from the dominant culture.
You're not to think you are as good as we are.	Most everyone acts out of good intent, but goodness is also about impact—on the group and on its individuals.
You're not to think you can teach us anything.	Authentic, open engagement leads to stronger decisions with more acceptance, usefulness, buy-in, and practical use.
You're not to laugh at us.	Groups can only grow when they open themselves to substantive dissent, playful experimentation, and possible failure.
You're not to think you are anything special.	Outliers play an important role in rejuvenating the system.