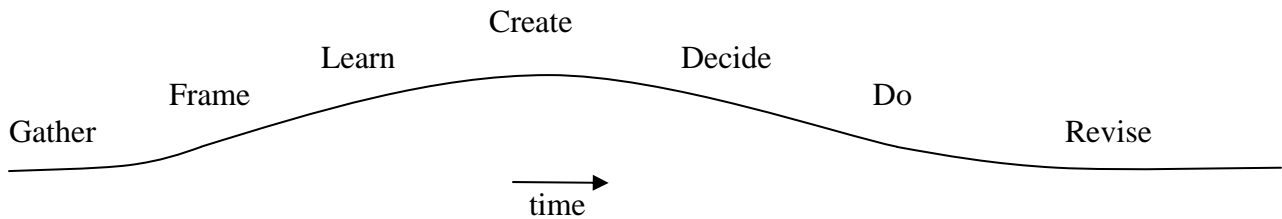


Consensus Decision Making Simple Steps

In General



Specific Steps

1. Define the problem / Frame the issue

Be sure everyone understand the question on the table

2. Understand

Take the time to understand the issue and each others perspectives
Generally a presentation followed by clarifying questions

3. Ideas / Opinions / Proposals

Brainstorm ideas first
Hone in on one or two specific options

4. More understanding / more refinements → specific proposal (written)

5. Call for consensus

Consent

Means that I approve the proposal and will support its implementation.

Next step: Record the decision. Go to next agenda item.

Stand aside

Means that I do not fully support the proposal but I will not stand in its way

Next step: Record the decision as consensus of the group. Hear and record the concerns of any stand asides. Go to the next agenda item.

Block

Means that I do not support the decision because I think it's bad for the group

Next step: See below

6. If a block

A. Hear and understand the concerns of the blocker and how the proposal will hurt the group. Record the concerns.

B. Take a vote on this question:

Having heard the concerns, do we believe that the group interests are best served by proceeding to consent to the proposal?

C. If 75% or more vote yes, record the vote and the decision as consensus.

D. If less than 75% vote yes, refine the proposal to address the concerns. Back to earlier steps.

