

TESTING FOR CONSENSUS

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Here's a way to test an individual's feeling about a given direction.

For each participant in the group, make a set of Consensus Cards. Consensus Cards consist of six (6) 3x5 index cards folded to make stackable table tents. After folding the cards, take one and place the number one (1) on each side of the tent so both the participant and all others can view the number. Do the same for each of the four of the other cards with numbers two, three, four, and five. On the final card, place question marks.

As a person describes their preferred direction on a decision to the group, the other participants place the card that corresponds to their feelings in front of them. The feelings correspond to the scale below:

1 - It meets all my expectations

2 - It's not perfect, but it's fully acceptable

3 - It wouldn't be what I would do if I had my druthers, but I can live with and support the decision.

4 - I really don't agree with this direction, but I'm willing to step aside and not undermine the decision if the group decides to move forward.

5 - I'm against this decision, and will actively work to block its acceptance, adoption and implementation. I have a proposal to offer the group to remove this disagreement and gain my tacit or active support.

??? - I need more information before I can even consider whether I agree or disagree, and that information is....

The speaker then knows where the individuals stand on his/her proposal and can ask questions of those people not in agreement or needing additional information.