

CONSENSUS

- Provides a way to make decisions while maintaining a balance of power.
- Incorporates the best thinking of everyone, yielding better decisions.
- Encourages everyone in the group to have a stake in the decision.
- Allows the minority to have a voice in the process.
- Promotes a spirit of cooperation rather than competition or right vs. wrong.

Consensus is not easy – it requires a great deal from each participant:

- Commitment to the process
- Active participation and cooperation
- Disciplined speaking and listening
- Respect for the contributions of every member
- A willingness to encourage and support conflict and the resolution of that conflict

Levels of Consensus or Gradients of Agreement:

<div> <div>5</div> <div>←</div> <div></div> <div>→</div> <div>1</div> </div>				
I strongly support this decision.	I support this decision.	This decision is okay with me. I can live with it.	I dislike this decision, but I am willing to defer to the wisdom and will of the group.	I do not support this decision. We definitely need to discuss this matter further.*

* Anyone who stands at position 1 must propose realistic ways they could be moved to a 2 or above. No one can shut down the process. After reasonable time, the decision can go forward with a minority report that reflects the feelings of anyone remaining at the 1 position.